

CROSSROADS Northwest Washington Synod

Animating Antiracism

Partnership

Crossroads is proposing to build capacity within the Synod's leadership in terms of staff, council, pastors and lay leaders during 2024, 2025 and 2026, towards the objective Northwest Washington becoming an antiracist synod of the ELCA.

The Crossroads process has three objectives:

- Offer shared understanding and intersectional analysis of systemic oppression in the United States and its institutions
- Develop the synods capacity to maintain an ongoing assessment of the programs, organizational structure and policies, constituent relationships, and its history, create and maintain a culture where systemic racism thrives despite its stated commitments otherwise.
- Identify and recommend changes to an organization's structures and culture that will set-it in a path to become a fully inclusive, multicultural and antiracist institution

To accomplish this we need to:

Name an Assessment Team to participate in the initial 1-2 year process

The first step of the Assessment is the naming of an institutionally mandated Assessment Team to conduct an Assessment of the organization. The Assessment Team will be asked to apply a power analysis to the institution, survey stakeholders, and conduct interviews. It will present a report of its findings, strategic recommendations, and a plan for implementation to the organization's leadership and decision-making bodies. Crossroads recommends the Assessment Team be created with balance in terms of gender identity, sex, race, ability, and sexual orientation as well as representation from the staff, board, wider community, and historically marginalized communities.

It is expected that a Racial Equity Assessment will include

1. a comprehensive examination of all aspects of Northwest Washington Synod , including but not limited to our history, liturgy, programs, policies, structures, practices, procedures, communications, finances, and culture
2. a review of existing documents and online communication
3. the collection of qualitative and quantitative data
4. perspectives and expectations of those whose voices are often missing or excluded.

At the conclusion of the Assessment, the Assessment Team will be responsible for the development of a comprehensive written report detailing the process, results, and recommendations for structural changes and programmatic initiatives needed to realize an antiracist identity. Achievable short-term action steps and sustainable long-term goals will be identified.

Training and Coaching

- Coaching sessions with the primary “inside” organizing and assessment team to equip them to work with the current institutional structures i.e., the Candidacy Committee, the Ministerium, Synod Council and staff, and ultimately to any other internal and external structures, committees, teams, commissions, etc.
- These coaching sessions will follow specific workshop, webinar, and assessment related events to review progress, strategize adjustments, and generally support the work of the inside organizers and the Assessment Team specifically.
- Throughout process, Crossroads staff will meet with the team for coaching/consultation support on an ad-hoc basis.

Proposed Training Timeline:

Spring/Summer, 2024	Online Animating Antiracist Ways of Being Workshop*
Summer/Fall, 2024	Online Animating Antiracist Ways of Being Workshop*
Winter/Spring, 2024/2025	Virtual Team Orientation Workshop
Winter/Spring, 2024/2025	3-hour Historical Analysis Webinar
Spring/Summer, 2025	Toward Liberation Workshop*

Assessment and Reporting

Fall 2025	Begin collecting data
Fall/Winter, 2025	Begin analyzing data collected and drafting assessment Report
Spring,, 2026	Synod Supporters Capacity Development
Spring/Summer, 2026	Share Assessment Report with Northwest Washington Synod

*Detailed information about these workshops can be found on the Crossroads website at:

[Workshops - Crossroads Antiracism Organizing and Training](#)