



**Texas - Louisiana Gulf Coast Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

## **Anti-Racism Team (ART)**

### **Short-term Goals**

- The Anti-Racism team will establish focus groups comprised of church leadership, lay persons, community member and partners.
  - These groups will foster authentic conversation about the immediate impacts of racism.
- We will promote a congregation-focused needs assessment to assess how to best support congregations seeking to engage in anti-racism initiatives as presented by the Anti-Racism Team.
- The Anti-Racism team will collaborate with external consultants as needed to help articulate and work toward targeted goals

### **Long-term Goals**

- We will create and follow through on actionable steps that work toward cultural competence and the understanding of privilege, racial justice and equity, reconciliation, and reparations.
- We commit to making sure every congregation has access to information and resources to learn about race and racism through the lens of the History of the United States, the History of the Church and the History of the Lutheran Church.
- We will facilitate trainings, education, and events that lend themselves to building awareness of racism, systemic oppression, and the impacts of such on our call to be servants of God.