



# Archdiocese of Chicago Anti-Racism Strategic Plan

presented by the

**"Dwell in My Love"  
Archdiocesan Anti-Racism Implementation Team**

*September 2003*

"We are called not only to a radical conversion of heart but a transformation of socially sinful structures as well." (Francis Cardinal George, O.M.I., *Dwell in My Love*, 2001)



# Table of Contents

- **Members of the “Dwell in My Love” Anti-Racism Implementation Team**
- **Introduction**
- **Vision Statement**
- **Goal One: Identity Change**
- **Goal Two: Spiritual Change**
- **Goal Three: Cultural Change**
- **Goal Four: Leadership Change**
- **Goal Five: Curriculum Change Catholic Schools**
- **Goal Six: Expanding Change**
- **Other Anti-Racism Groups**



# Members of the "Dwell in My Love" Anti-Racism Implementation Team

## *Co-Chairpersons:*

Anita Baird, D.H.M.  
Esther Hicks

## *Leadership Team:*

Graciela Contreras  
Adrienne Curry  
Corrine Grant  
Jimmy Lago  
Andrew Lyke  
Mary Miller, SspS

## *Members:*

Sheila Adams  
Christie Billups  
Ralph Bonaccorsi  
Linda Bond  
Sue Bordenaro  
Judith Cauley, C.SJ.  
Ray Coughlin  
Rev. Lawrence Dowling  
Carol Fowler  
Pamela Gutter  
Ada Harris  
Eileen Hogan Heineman  
Mary Iannucilli  
Erica Jordan, O.P.  
Janice Long  
Graziano Marcheschi  
Patricia Nolan-Fitzgerald  
Lois Prebil, o.s.f.  
Roy Rash  
Joseph Riehl  
Debra Rodde  
Maruja Sedano  
Kathleen Anne Tait, O.P.  
Peter Trumblay  
Phyllis Winter



# Purpose

- **In 2002 Cardinal George appointed two Anti-Racism Implementation Teams to address complex issue of institutional racism in our structures and service institutions and to eliminate all forms of institutional racism in our church and society**
- **Church is called to be a sign of hope in society.**
- **We believe that institutional racism can be eliminated in the culture.**



# History

- **The two Anti-Racism Teams, The Pastoral Center and the Catholic Schools began their work with an intensive training process (over eight months) conducted by Crossroads Ministries. \***  
*(Crossroads Ministry, founded in 1986, is an Interfaith Ministry for Racial Justice that educates and trains organizations to analyze racism and to develop and implement strategies to dismantle racism and build anti-racist Multicultural Diversity.)*
- **Training helped the Anti-Racism Team members to understand the nature and history of institutional racism, to understand and accept a common analysis of institutional racism, and to become proficient in creating a strategic plan to eliminate racism in the church and society.**
- **The work of the Anti-Racism Team is a direct response to the Cardinal's Pastoral Letter, which challenges Catholics to understand the nature of institutional racism as essentially sinful and to work to eliminate it.**
- **The Church's mission is to work against racism in the world.**
- **The goal of our anti-racism work is to look outward, not inward. The ultimate goal being to transform our society and our world.**



# Challenge

- **Institutional racism is a problem which has deep roots in the history of our nation whose very development was based on the denial of power and privilege to people of color while giving power and privilege to white people.**
- **The purpose of working to dismantle racism in the church is to make the Church an effective instrument of anti-racism in the rest of society.**
- **An anti-racist church will join together with other anti-racism groups and organizations to work towards dismantling racism and creating a racially unbiased society.**



# Strategic Plan

- **As we begin to understand and accept a common analysis of institutional racism and are able to recognize its impact upon society, we will be able to identify and redress unjust societal systems and structures that continue to support institutional racism.**
- **The Plan provides a mechanism for action in two major areas of service in the Archdiocese.**
  - **Departments and Agencies of the Pastoral Center**
  - **Catholic Education (in all areas)**
- **Twenty to thirty years to fully implement change**
- **Five year Goals**
- **Two year Objectives**
- **New strategies will be incorporated into the Plan to address new issues as they emerge.**



# Faith Context

- **The anti-racism strategic plan is a faith response rooted in a theology of hope springing from the Gospel and the Social Teaching of the Catholic Church.**
- **Jesus, in his prophetic role, announced to the world that God's love knows no boundaries and God's justice seeks the removal of cultural and spiritual forms of oppression that keep people in bondage.**
- **It is in the Catholic Church that we find our true home and our path to unity in the Trinitarian life of God.**
- **Knowing that we are sinners, and believing God's promises, it is this path that we take as we formulate the Vision Statement for the Anti-Racism Strategic Plan.**



## **VISION STATEMENT**

**The Catholic Church of the Archdiocese of Chicago  
incarnates the Gospel of Jesus Christ  
as an anti-racist institution  
for the purpose of dismantling racism in our church and  
world as we collaborate with other anti-racist institutions  
to create a racially unbiased and just society.**

**Our organizational and formational structures,  
policies, practices and forms of decision-making include  
participation of, leadership from and institutionalized accountability to  
people of color at all levels.**

**We are committed to the ongoing dynamic and faith-centered  
struggle to dismantle racism and construct socially just patterns  
of relationships within our ecclesiastical institutions  
as we strive to build a society that dwells together  
in God's unconditional and universal love.**