

Truth Commission Assessing Race Equity (T-CARE)

Presentation of Final Report and Adoption of Strategic Recommendations

February 11, 2025, Presbytery Meeting

Background

The presbytery commissioned the Race Equity Audit at the November 15, 2022, meeting. We commissioners subsequently named ourselves as the “Truth Commission Assessing Race Equity” or T-CARE. Our first task was to take Crossroads' powerful and emotional “Towards Liberation” training. The training guided us toward a shared understanding of how structural racism operates within organizations. We experienced the power of storytelling, especially for revealing stories that have been hidden.

After completing training, we went through three distinct phases of work: formation, auditing, and analysis/writing. During the formation phase of work, we got to know each other through 1x1 conversations. We studied the history of our presbytery and took a crash course in presbyterian polity. We developed Courageous Agreements that helped us to stay grounded and accountable. During the auditing phase of work, we worked with three distinct tools introduced to us by Crossroads: the Matrix, the Continuum, and the Survey. Each tool gave us different insights into the dynamics and behaviors of our presbytery. For example, we explored how power is wielded, how we behave under stress, and how white people benefit from our current structures. Led by auditor, Rick Leong, we also completed three case studies to document how racism is operating in our presbytery. Our Final Report includes detailed discussions of the Matrix, Continuum, Survey, and Case Studies.

As we analyzed the results of our audit, we identified six recurrent themes.

1. Insiders and Outsiders
2. Control of Decision-making
3. Rigidity
4. Accountability gap between our vision/goals
5. Scarcity in Stewardship
6. Conflict Avoidance

We tested and confirmed these themes through a presbytery-wide survey. We received 261 responses representing a cross-section of our presbytery with 45% identifying as a person of color (BIPOC) and 55% having served the presbytery in some capacity.

As we completed our Draft Report in October of 2024, we felt it was not quite ready for your vote. Despite all the research, training, and internal work T-CARE did, broader conversations were lacking. So, we invited the presbytery to review our Draft Report and provide feedback. Between February 2024 and January 2025, T-CARE hosted five Conversation Circles, two in-person (in Spanish and English) and three on-line (in Korean and English). Over 100 people registered to attend one of the Circles. Thank you to everyone who participated.

It is our deepest hope that our Final Report clearly identifies what stands in the way of our presbytery being an antiracist organization. We imagine a future where we will be:

- A presbytery with full participation and effective representation in all decisions.
- A presbytery that understands its history and the context in which we live.
- A presbytery that has named and healed from past harms.
- A spiritual community where people feel they belong.

Strategic Recommendations:

1. Establish a Reparations and Community Healing Commission

The Reparations and Community Healing Commission will take this T-CARE report and guide the implementation of our recommendations. They will work toward a more inclusive and equitable community where there is a sense of belonging and empowerment for all members of the presbytery. This Commission will have dedicated staff support through the hiring of a [Race Equity Manager](#). This Commission will take concrete steps to heal the wounds of white supremacy and reallocate resources (not just money, but staff and other kinds of attention) in more equitable ways, working toward the reality of our Matthew 25 commitments.

2. Committee Work (focused on the structures of our presbytery)

Beginning in 2025, the Reparations and Community Healing Commission shall engage all committees, commissions, and standing working groups (henceforth “groups”) of our presbytery, and other operating groups such as the West Region Anti-Racism Group and congregational groups, to integrate the work of racial equity into all we do as a presbytery structure, including required trainings for all groups annually. Each group to meet at minimum twice a year with the provided facilitators to focus on one or more of our identified themes and how it affects their work.

3. Truth and Reconciliation Process: 2026-2027 (focused on the structures of the focused on the structures of the presbytery)

Trauma has been experienced within the presbytery, and it remains with us, still in need of healing. Yet many do not know about these painful experiences; we have many people

responding “I don’t know” to questions about the harms experienced in the presbytery. We need to hear, accept, and acknowledge the pain that the presbytery, its BIPOC leaders, and its communities have endured. This is the only way to heal. This process will also guide us toward taking reparative action.

4. Living History: completion in 2028 (focused on the worshipping communities and the communities we live in)

Convene a group to tell a more truthful history of the racial history of the Bay Area through the lens of our presbytery’s experience, so that we might better understand the context in which we seek to serve. Surface the untold stories of the past – those concealed stories and resistance stories – that we might better understand the context in which we seek to serve our local communities. Uncovering stories of racialized harm with compassion and attention to the process of healing from generational trauma. Hearing stories of resistance to celebrate those who worked for justice and equity, and to inspire future resistance. Publishing our findings in appropriate ways (written, video, media) to share with others.

Motion: The Truth Commission Assessing Race Equity (T-CARE) requests that the Presbytery of San Francisco receive with appreciation to all who contributed to this work, approve, and acknowledge the truths shared in the *“Race Equity Audit - Final Report”* and commit to the implementation of all the Strategic Recommendations as detailed in the report, including

- a. The hiring of the Race Equity Manager staff position approved in the 2025 Presbytery budget to provide leadership in this work and,
- b. The establishment of the Reparations and Community Healing Commission who will guide the implementation of the recommended committee work, Truth and Reconciliation process, and Living History.

Thank you

We are grateful to everyone who helped us reach the conclusion of this phase of our presbytery’s antiracism journey. We extend special thanks to: Mustapha Baksh, Rev. Barbara Barkley, Marge Campany, Rev. Paul Gaffney, Angelina Garcia, Clementina Chacon-Garcia, Caneisha Felder, Rev. Kamal Hassan, Noah Kruis, Rev. InHo Kim, Elaine Liang, Rev. Enicia Montalvo, Rev. Pablo Morataya, Rochelle Shaw, Grace So, Marda Quon Stothers, Jeanne Choy Tate, Rev. Karen Thistlethwaite, Whitney Tom, Jessica Vasquez Torres, Rev. Ruth T. West, Leticia Williams, Lori Yamauchi, Rev. Daeseop Yee, Rev. Jinwook Yang.

Prayer held us together and guided our journey. Without the Holy Spirit present among us, we could not have completed this challenging work. Thanks be to God.

Feb 2025 T-CARE Members:

Rev. Talitha Amadea Aho, Sharon Bartlett, Sylvia Chatagnier, Lisa Justice, Linda Lee, Rick Leong,
Rev. Matt Prinz, Rev. Evangeline Pua, Linda Spencer