



October 2023  
E-News

*"It is never too late to give up your prejudices."*

-Henry David Thoreau

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## Seasons of Change: Racial Equity and the *Fall* of Prejudices

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Dear \*{{First Name}}\*,

My first remembered experience of racism happened when I was about 8. For a couple of summers, our family hosted a child about my age from the south side of Chicago. His name was Alvin, and he was African American. A part of that time with us was spent at my grandparent's cottage in Michigan, in a very Swedish, very Christian community. I can still picture some of the local kids teasing Alvin and calling him names. I wanted to speak out and stop the teasing, but I remained silent. It wasn't the last time I remained silent in the face of racism.

In spite of my inaction, I was at least aware of racism at age 8. It has taken me much longer to become conscious of the implicit biases I carry that contribute to racism. Defined as 'an unconscious, involuntary prejudice against a thing, person or group,' implicit bias is a little harder to become aware of.

We are a spiritual organization that puts a heavy emphasis on self-awareness and relationships. At our best and in safe space, we help each other become more conscious of what is below the surface of our lives...add to that that our theme for the year is 'Courageous Listening' and I hope that makes it clear why we are hosting this important conversation.

***We hope you will join us on Saturday, November 11th, from 2-3pm to explore the phenomenon of "Implicit Bias" with through a Racial Equity lens.***

***More event details can be found [here](#).***



## A Brighter Day

As a Racial Equity Advocate, I have made a commitment - to myself and to others- to ask important questions and counter the constructs of racism and stereotypes that may impact the way I show up in the world.

I remember when my Great Grandmother "Nana" died. Sitting in the kitchen with her husband - a man I barely knew - feeling heavy in my chest and being terrified that I might be asked to give him a hug or console him. I observed the patterns of green and yellow on the wallpaper, the plastic covered furniture, and the dark wooden table. I heard the clock ticking like it was my own heart. Raymond, a heavysset white man in a white t-shirt and suspenders, sat at the table with his head in his hands. I remember his wire glasses, his small blue eyes and buzzed hair.

As he spoke with my father, the subject of his life with Nana turned to a violent interaction he had witnessed on the street. How the conversation spun, I have no recollection. I also do not know whether he was an officer, or simply a bystander, but he spoke of a terrible beating between another white man and a black man. He spoke loudly with increasing volume and spewed a feeling that can only be described as hate. He used the worst slurs to describe the man.

I, 10 years old or so, felt frozen. It was only after I found myself dry-heaving outside his house that I realized I had had the strength to move my legs. I was sobbing, frightened, and sick.

I never wanted to hear the "N" word ever again! I have, of course, heard this word and other stories of prejudice and hate again in my life through the news, through history, and through happenstance.

Now, almost 40, I have taken this work seriously by going through certifications on Equitable Leadership, by joining in storytelling and community events in safely held spaces, by working in human services, and by standing up against injustices when I see them. I continue to ask myself not what can I do, but what *will* I do to be anti-racist and pro-equity. To start at home, to be the change we wish to see, to live *agape*.

It is a process. *Here is to a brighter day.*

**Heather Bauer**

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## Reflection Question

*What commitment can you make to promote equity in our world?*

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## Upcoming Events



### **Online Keynote Speaker Tony Nabors, Racial Equity Insights "Implicit Bias"**

**November 11th, 2-3pm ET**

It is critical to understand how normal human psychological function can present barriers to effective racial justice/equity work in our lives - both personal and professional.

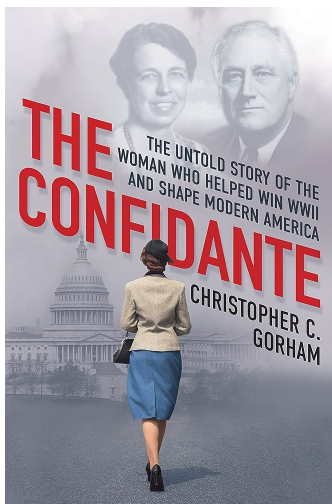
Attendees of this workshop will learn about the ways that implicit bias manifests as racial prejudice, the ways that various categories of



privilege can increase the negative impacts of implicit bias on marginalized people, and strategies and tips on how to mitigate personal and organizational bias.

To learn more, click [here](#).

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### Women Becoming Book Club "Women Becoming"

Discussing *The Confidante: The Untold Story of the Woman who Helped Win WWII and Shape Modern America* by Christopher C. Gorham

Facilitated by Becca Perry-Hill  
November 1st, 12-1pm ET

To learn more, click [here](#).

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### Emotion of the Month: LumZoom Duality: Foreboding Joy

Sometimes when we turn inward and pay attention to our emotions, we find ourselves tuned in to an argument going on in our head. Join us for a conversation as we explore these polarized emotions through the context of what Brené Brown calls "Foreboding Joy" - just in time for the holidays!

Facilitated by Tom Ott  
November 14th, 7-8pm ET

To learn more, click [here](#).

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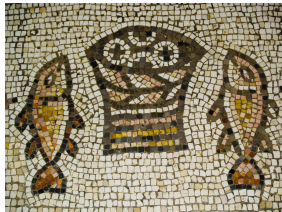


## Everyday Mystics Meister Eckhart: Part II

Monthly drop-in series exploring the wisdom of the mystics and how that wisdom might help us in our spiritual journeys.

Facilitated by Dan Quinlan  
November 15th, 7-8:30pm

To learn more, click [here](#).



## Loaves & Fishes

*Remember or honor those you love with a special gift to Lumunos in their name. The following gifts were made in tribute between September 1st and September 30th.*

**In Memory of Kay Campbell & Bill & Marianne Johnson - Susan Smith**

**In Memory of Kay Campbell - Ed Owings**

**In Memory of Kay Campbell - Erma Cooke**

**In Memory of Bill Britton - Linda Britton**

**In Memory of Soren Wysockey-Johnson - Curt & Donna Nyquist**

**In Memory of Soren Wysockey-Johnson - Carol Thornell**

**In Honor of Betsy Perry - Ida Adams**

**In Memory of Kay Campbell - John Novikoff**

**In Honor of Anne M. Turner - Rev. Linnea Turner**

**In Memory of Sarah Cochran - Judith & Douglas Bowers**

**In Honor of Doug Wysockey-Johnson - Paula Hardin**

**In Memory of Bill & Marianne Johnson - Bea & Don Stoner**

**In Honor of Laurel & Art Nelson - Rene' & Peter Nelson**

**In Honor of David Thorpe - Rene' & Peter Nelson**

**In Memory of Marianne Johnson - Jan Summers**

**In Memory of Richard Broholm - Ann Finnie**

**In Memory of Tim Anderson - Peggy Eiss**

**In Honor of Mary Halkman - Sara Robertson**

**In Honor of Doug Wysockey-Johnson - Susan Quillin**

Loaves and Fishes

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***Have you considered a donation to Lumunos?***

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If planned giving is of interest, please contact [dan@lumunos.org](mailto:dan@lumunos.org) about these opportunities.

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