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Dear Archbishop Vigneron,

It was a pleasure speaking with you a few weeks ago about the important work that the Change Makers have been engaged in, in an effort to present you with plans that we believe can make the Archdiocese of Detroit more Anti-Racist.

Both you and the Change Makers want to make the Church of Detroit stronger and continue to find ways that we can say that all are welcome and belong in the Church.

As promised, enclosed you will find our three proposals that we feel will have the greatest impact in the Archdiocese: 1.) Seminary 2.) Central Services and 3.) Parishes.

Thank you for accepting these proposals and we look forward to hearing from you and working with you to create a stronger Archdiocese.

Sincerely,

John J.F. Thorne,  
Executive Director  
Convener of the Change Makers

**Change Makers:**Rev. Mario Amore  
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# Racism [noun](#)

rac·ism | \ 'rā-,si-zəm

## Definitions of *racism*

**RACE PREJUDICE  
+  
SANCTIONED  
MISUSE OF POWER  
IN SYSTEMS AND INSTITUTIONS  
=  
**RACISM****  
*(Crossroads Antiracism Training)*

A belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race. *(Merriam Webster Dictionary)*

A Sin. *(Roman Catholic Church)*

# CHANGEMAKERS: Seminary Group

## Plan of Action

1. Engage in “real” conversations on race with the seminarians during their Saturday Formation experience. This could possibly be done using the Courageous Conversations with them and inviting people in from the community to widen the conversation. These sessions could be led as a collaboration between the Office for Black Catholics and the DCPA.
2. Widen the educational experience of those who attend the seminary, both those in priestly formation and lay, by offering enrichment courses that address the Black Catholic experience, i.e., Pastoral Care across Cultures; Afro-Centric Catechesis; Catholic Social Teaching, etc.
3. Mindfully hire an African-American Professor to assist the seminary in broadening the curriculum, and rename the urban ministry chair to the Augustus Tolton or Norman DuKette Chair.
4. Understanding that the promotion of priestly vocations is the work of everyone, we need to find/create ways for the vocations office to interact with the City to possibly attract young men to the seminary and or the priesthood. This could be done by placing or hiring someone specifically for the City such as a regional vocation’s promoter, as well as producing brochures and videos that speak to this reality.
5. Make sure that the communications from the Seminary i.e., brochures, pamphlets, and artwork, look like the church of Detroit and show an inclusive face. Brochures handed out at the Black Theological Symposium lacked diversity (*all images were of white men and women.*)
6. Find funds to expand the possibility of placing seminarian interns and transitional deacons in City parishes. Most of the pastors are beyond retirement age. Both the parishioners and the seminarians need to encounter one another so they are not fearful of the possibilities and realities of ministry in the City of Detroit.

# **CHANGEMAKERS: Central Service Group**

## **Plan of Action**

1. Request a meeting with Archbishop Vigneron to assist in the identification of places in the Central Office where anti-racist changes can be made. This request is in response to the numerous times that you and the USCCB have identified Racism as a Sin for which repentance and reform are appropriate.
2. Discuss the definition of Racism and other related terms.
3. Offer a series of workshops about Racism for staff of Central Office.
4. Request an analysis of Racism and Black History/Black Catholic History in school, parish, adult formation, and religious education curricula. A possible model is the Gary, Indiana, diocesan-wide program, "Created in God's Image," authored by Bishop Dale Melczek.

### **We ask that:**

5. Budgets be examined to assure that the allocation of resources reflects anti-racist values.
6. Hiring practices of staff and contractors reflect a preferential option for African-American and Latinx companies or individuals.
7. The Archdiocese commit to raising the Office of Multi-Cultural Ministries to a department in order for it to be involved in Curial discussions and decision-making.

# CHANGEMAKERS: Parish Group

## Plan of Action

1. Select a Family of Parishes Unit which may have several pastors, or one pastor who is chosen as Moderator of the Family of Parishes Unit.
2. Approach Family of Parishes Unit Pastor(s) with the opportunity to use their/his power to make the Family parish(es) anti-racist institutions in deed and in fact. Approach Family of Parishes unit / Pastor by letter, email, phone, visit, or virtual meeting.
3. Present ways to assist the Family of Parishes unit/pastors to become anti-racist:
  - Use your power to diversify your supplier/contractor list when purchasing products and services for your parish(es) to include Black, Indigenous, and People of Color (BIPOC) businesses.
  - Use your power to widen your employment searches to include Black, Indigenous, and People of Color persons.
  - Use your power to commit parishes/parishioners to anti-racism conversations, education, and training.

Provide resources to make all three happen:

- Creation of a list of BIPOC contractors, tradespeople, suppliers, businesses, etc.
- Organize anti-racism sessions agenda, outline, and education materials that include topics for anti-racism discussion.
- Coordinate logistics of anti-racism conversations, education and or trainings by providing a team for the trainings as well as flyers, brochures, actions to include persons of influence, parish councils, and finance committees to form Circles of Conversation to address anti-racism.