

## PLANNING FOR “NEXT STEPS” TOWARDS GOD’S JUSTICE

This grid is a tool for individuals (or perhaps a group) to use for planning next steps in the work of racial justice. The grid provides an entry point and related examples of activities for people at various places on the journey.

Study – Education of yourself and others  
 Service – providing direct help to people in need  
 Justice Work – working for God’s justice

### *Examples for Racial Justice*

D I M E N S I O N S				
P R O F I L E S		Study	Service	Justice Work
	HIGH	Coordinate a book study and discussion group for your church or community  Participate in a diverse accountability group to develop and work a personal anti-racism action plan  Study the demographics and history of your community related to the harms (past and present) of racism	Serve on the board of a not-for-profit organization involved in anti-racism work  Serve on a school board, citizens review board, or other community board  Volunteer with an agency or organization assisting children of incarcerated parents	Partner with organizations working for justice- councils of churches, organizations working for racial equity  Join a community organizing effort working to end unjust economic, environmental, health, education, or criminal justice practices  Extend learnings on change to taking action on a particular discriminatory practice or policy in your community  Organize a Racial Justice Team in your congregation and/or in collaboration with other congregations
	MEDIUM	Participate in a book study on racism and the church (e.g., “Color of Compromise”)	Volunteer with a local organization to assist with a diversity event	Participate with a group to watch the film “Free to Ride” and analysis steps to bring about change  Participate in an Ecumenical Advocacy Day
	LOW	Read an introductory book on racism (e.g., “So You Want to Talk About Race”)  Engage in one-on-one conversations with those outside your own cultural group	Collect needed items for an organization assisting those harmed by racism  Support businesses owed by those negatively impacted by racism	Assist others (churches, etc.) with voter registration  Call or write letters to Congress



**From the Northern Province Racial Justice Team, March 2021**  
 with appreciation to *The Revs. Larry Christianson and Gary Harke*  
 for their development of the concept for this grid.