

PRESBYTERIAN MISSION AGENCY BOARD

April 23-25, 2014

Executive Director's Office

**ITEM H.104
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>					
	A. Finance		E. Corporate Property, Legal, Finance		J. Board Nominating & Governance Subcommittee
	B. Justice		F. PC(USA), A Corporation		P. Plenary
	C. Leadership		G. Audit		
	D. Worshipping Communities	X	H. Executive Committee		

Subject: Comment to the 221st General Assembly (2014) on the Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns

Recommendation: That the Presbyterian Mission Agency Executive Committee forward the following comments on Recommendations 1, 2 and 4 of the "Resolution to Develop a Church-wide Anti-Racism Policy from the Advocacy Committee for Racial Ethnic Concerns" to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014):

Recommendation 1, Direct the Presbyterian Mission Agency to develop a church-wide anti-racism policy similar to the existing anti-discrimination policies.

Comment:

In 1999, the General Assembly adopted a church wide policy statement on antiracism, titled "Facing Racism: A Vision of the Beloved Community."

http://www.pcusa.org/site_media/media/uploads/resolutions/facing-racism.pdf

The Stated Clerk of the General Assembly distributed the comprehensive policy document church-wide.

As policy already exists, the Presbyterian Mission Agency calls for more action to implement the vision of the beloved community as set forth in the existing policy.

Since 1999, Racial Ethnic & Women's Ministries/PW has provided antiracism training at general assemblies. Antiracism training has also been offered at The Big Tent, National Presbyterian Multicultural Church Conferences, Multicultural Church Institutes, and in presbyteries and congregations, as requested.

Recommendation 2, Direct the Presbyterian Mission Agency to develop procedures and evaluation criteria for the implementation of a church-wide anti-racism training program. The Presbyterian Mission Agency will report back to the 222nd General Assembly (2016) regarding actions taken and results achieved.

Comment:

Church-wide antiracism trainings are offered by the office of Gender and Racial Justice in Racial Ethnic & Women's Ministries/PW. Racial justice training opportunities include:

<http://www.presbyterianmission.org/ministries/racialjustice/training/>

Building the Beloved Community – Understanding the dynamics of privilege and systemic racism.

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Faces of the Enemy – A guided discussion based upon the documentary “Faces of the Enemy.” This course explores enemy making, the media, propaganda, racism, and war.

Gender, Race and Class: Exploring Intersectionality – How class and gender intersect with systemic racism in social organizations and institutions.

Internalized Oppression – This course uses biblical characters to explore the effects of internalized oppression.

Power and Privilege – This workshop explores the issues of power and privilege and creates a safe place to discuss how they affect our lives and church.

Worship Where Faith and Culture Meet – This workshop includes an introduction to African American, Latino/Latina, Asian, Middle Eastern, Native American, and Euro-American cultures in the United States.

Cultural Proficiency 101 – An overview of the gender and racial justice components: anti-racism, anti-sexism and power and privilege.

Equipping the Church for Ministry with God's Diverse Family – This conversation focuses on the tools and resources available for Presbyterians who seek to face and dismantle racism.

A Conversation on Inclusive and Expansive Language and Cultural Diversity – This conversation focuses on utilizing bias-free and culturally-responsive communication, for the purpose of promoting transformation in individuals and in the larger church.

Recommendation 4, Direct the Presbyterian Mission Agency to develop tools, assessment instruments, and training materials for the presbyteries and congregations in order to develop clear and effective understanding of systemic racism - including white privilege, power, and prejudice in relation to race.

Comment:

The office of Gender and Racial Justice provides antiracism training materials, tools, and resources for Presbyterians who seek to continue the Presbyterian Church's long-standing commitment to face and dismantle racism. This training is designed to assist individuals, mid councils, agencies and worshiping communities with their efforts to understand the dynamics of privilege and systemic racism.

The Antiracism Manual, as well as a roster of antiracism trainers, is located in the office of Gender and Racial Justice. The practice is to provide the antiracism manual to nationally trained facilitators and to send the facilitator with training materials to mid councils, congregations, General Assembly, the Big Tent, General Assembly agencies, and to other groups, as training is requested.

The Antiracism Manual was recently expanded. New modules include:

- The Intersectionality of Race, Gender and Class (completed in 2010),
- a module on Internalized Oppression (Race & Gender) (completed in 2011), and
- a module on White Privilege and Male Privilege (coming in 2014).