

## **The Anti-Racism Team Guidelines**

**Purpose:** To activate the following Anti-Racism resolution passed at the May 2010 Congregational Meeting. To clarify, modify, organize and provide leadership for this mission and evaluate the work being done.

### **Anti-Racism Resolution 2010**

Racism and white privilege separate us from the love of God and each other.

This is hurtful and undermines how we function as a church and in society.

As a Body of Christ we commit to grow toward “Beloved Community” as expressed by Dr. Martin Luther King Jr.<sup>1</sup>

We will:

- 1) Learn how to be a more hospitable and welcoming community;
- 2) Feed our desire for knowledge on the subject; discuss the history of racism and make the facts available;
- 3) Affirm our progress by having a place in the bulletin, newsletter, and bulletin board (physical and electronic) where we post examples of how we actively live into “Beloved Community”;
- 4) Establish opportunities for explicit and honest exposure and education to all generations within this community on what it means to be Anti-Racist, which may include hosting an Anti-Racism Dialogue Circle (ASDIC) and inviting participation by our membership;
- 5) Form intimate settings where we can create sacred and safe opportunities to share our diverse emotions, experiences, opinions, and questions.

**Duties/Responsibilities:** The anti-racism team will provide leadership and guidance in partnership with other groups, ministries, or committees to fulfill the action steps of the resolution. The core team may recruit others or partner with other committees to work on the resolution actions steps.

**Terms and limits for appointment:** The core team consists of at least 6 members with two new members going on and two members going off every year. Every member is asked to serve a three-year term with at least one year off between terms. After serving for three years some members may be asked to continue their work on one of the five action steps. They will be guided by the core team.

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<sup>1</sup> As he said in a speech at a victory rally following the announcement of a favorable U.S. Supreme Court Decision desegregating the seats on Montgomery’s busses, “the end is reconciliation; the end is redemption; the end is the creation of the Beloved Community. It is this type of spirit and this type of love that can transform oppressors into friends. It is this type of understanding goodwill that will transform the deep gloom of the old age into the exuberant gladness of the new age. It is this love which will bring about miracles in the hearts of men.”