

## Next Steps

The journey toward racial justice is ongoing. This policy is but one step in the journey; we hope you will participate in, and create, many more. As you read and share this document, consider how you might deepen and apply your understanding of racism in your own context.

We also invite you to read and use *That All May Be One: A Resource for Educating toward Racial Justice* (The United Church of Canada, 2004). This resource contains a range of materials, including personal and group stories, theological reflections, workshop designs, and awareness-raising exercises for people who experience racism and people who experience White privilege. It can be ordered from United Church Resource Distribution ([ucrd@united-church.ca](mailto:ucrd@united-church.ca), 1-800-288-7365 or locally 416-253-5456) or your local presbytery resource centre.

For more copies of this pamphlet or to share your ideas, questions, or actions, please call

- General Council Minister, Racial Justice, 416-231-5931 ext. 3015
- Program Assistant, Racial Justice, 416-231-5931 ext. 3013
- Program Coordinator, Refugees, Migration, and Race Relations, 416-231-5931 ext. 4066



The United Church of Canada

# That All May Be One



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An Introduction to  
The United Church of Canada's  
Anti-Racism Policy

The United Church of Canada has a long history of engagement with social justice issues, rooted in the social gospel movement of the early 20th century. Building on this tradition, the 37th General Council in 2000 recognized the need to address racism within and outside ourselves, and adopted the Anti-Racism Policy “That All May Be One.”

Racism is a system of oppression fed by individual and collective attitudes, and by actions that discriminate against, oppress, exclude, and limit minoritized people on the basis of race and/or the colour of their skin. It is also a system of privilege that gives White people in North America unearned economic, social, political, and cultural advantages. Racism can inhibit those who experience it from realizing their full human potential. It affects us all through privilege or oppression—intentionally or not—and through our complicity in systems that maintain a status quo based on colonialism and paternalism.

As people of colour, we struggle with internalized racism and a society that does not always welcome us. As White people, we struggle with recognizing our unspoken guilt, and with dismantling White privilege in ourselves and our communities.

The policy identifies four areas of work that are necessary for the church to move toward becoming an anti-racist institution:

1. Participate fully
2. Organize for diversity
3. Act justly
4. Speak to the world

In the first area, we strive for the full participation of all peoples within the United Church, particularly in decision-making bodies. In the second, we promote positive relationships among diverse groups within the church. In the third, we aim to act justly within our own courts, structures, policies, and practices. And in the fourth, we commit to supporting anti-racism work within society at large.

*We believe* we are all equal before God.

*We believe* racism is a sin and violates God’s desire for humanity.

*We believe* racism is present in our society and in our church, and throughout time has manifested itself in many forms in varying degrees.

*We believe* that the struggle against racism is a continuous effort. Therefore our anti-racism policy statement is only a first step. It provides the basis for the creation of a church where all are welcome, where all feel welcome, and where diversity is as natural as breathing.

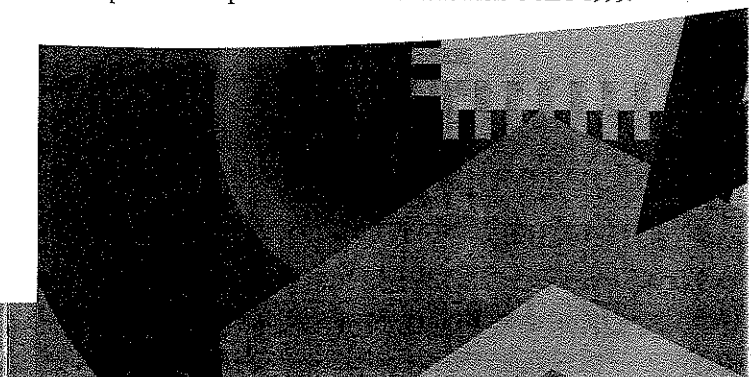
*We believe* change is possible. We believe in forgiveness, reconciliation, and transformation and the potential to learn from stories and experiences.

*We believe* we are all called to work against racism and for a society in which the words of the gospel are realized among us.

*We believe* in a vision of society in which these words of the gospel are realized:

It is through faith that all of you are God’s people in union with Christ Jesus. You were baptized into union with Christ, and now you are clothed, so to speak, with the life of Christ. So there is no difference between Jews and Gentiles, between slaves and free persons, between men and women; you are all one in union with Christ Jesus. (Galatians 3:26–28)

Drawn from the Anti-Racism Policy Statement “That All May Be One” adopted by the 37th General Council (2000).  
Scripture text adapted from the Good News Bible © ABS 1995.



## The United Church of Canada...

### PARTICIPATE FULLY

1. Encourages the full participation of Aboriginal and First Nations peoples and people of racial and ethnocultural minorities within The United Church of Canada at every level of the church, particularly decision-making bodies, by
  - 1.1 facilitating equitable participation of all people within decision-making processes in the church
  - 1.2 encouraging the effective participation of Aboriginal and First Nations peoples and people of racial and ethnocultural minorities in decision-making processes, and in leadership and mentoring roles within the church
  - 1.3 ensuring that various types of resources (i.e., human, media, and financial) are in place to support Aboriginal and First Nations peoples and people of racial and ethnocultural minorities as they assume these positions
  - 1.4 adopting and applying just and equitable hiring and employment policies and practices
  - 1.5 making an active effort to recruit and hire Aboriginal and First Nations persons and persons of racial and ethnocultural minorities for various positions within the church, especially in communications, education, and professional development
  - 1.6 encouraging and supporting Aboriginal and First Nations peoples and people of racial and ethnocultural minorities to undertake theological studies

### ORGANIZE FOR DIVERSITY

2. Supports anti-racism work and promotes positive relationships among the diverse racial and ethnocultural groups within The United Church of Canada, by
  - 2.1 including anti-racism activities and focus (coordination, resources, advocacy, and support functions) within staff portfolios at all levels of the church
  - 2.2 through the interdivisional core staff team, encouraging, monitoring, reporting, and fostering self-assessment of anti-racism work across the church
  - 2.3 developing, compiling, and making available education resources on anti-racism, cross-cultural relations and realities, and conflict resolution at various levels of the church
  - 2.4 encouraging the use of curriculum materials that are set in diverse racial and ethnocultural contexts
  - 2.5 including diverse Aboriginal, racial, and ethnocultural content and approaches to learning in church curricula
  - 2.6 encouraging the review of worship and Christian education resources, and other visual and written materials, at all levels of the church from an anti-racism perspective (see the anti-racism education resource *That All May Be One*, compiled by the Education Working Group)
  - 2.7 providing training and continuing education in anti-racism for students, staff at theological colleges, volunteers, clergy, local regional and national staff, and summer camp staff
  - 2.8 enhancing our worship and ministry by using sources and interpretations from racial and ethnocultural minority experiences, theologies, and analyses
  - 2.9 enriching our worship and ministry through the use of diverse racial and ethnocultural music, song, images of God, stories, and practices

# Racism Policy Statement

- 2.10 including preaching exchanges and joint worship services among groups of different race, ethnicity, language, and culture
- 2.11 encouraging clergy, staff, and other participants in the church to bring people together from the church and the surrounding community to enhance mutual understanding across race, ethnicity, and culture
- 2.12 encouraging the establishment of local, regional, and national networks to share experiences and successes

- 3. Will endeavour to act justly within its own structures, courts, policies, and practice, by
  - 3.1 applying an anti-racist lens in practising ethical and just financial stewardship
  - 3.2 reviewing the candidacy, settlement, and post-settlement processes for clergy to ensure that they are supportive and non-discriminatory
  - 3.3 developing and publicizing the availability of policies and procedures to address complaints and conflicts with respect to racism
  - 3.4 helping people to become aware of and support others in accessing church and public services/processes when rights are violated by acts of racism
  - 3.5 helping those who have committed acts of racism to recognize the sin of racism and to be transformed
  - 3.6 working to create or maintain just relations with persons of racial and ethnocultural minorities
  - 3.7 working to create or maintain just relations with Aboriginal and First Nations peoples

ACT JUSTLY

SPEAK TO THE WORLD

- 4. Supports anti-racism work within broader society, by
  - 4.1 monitoring, evaluating, and advocating with respect to human rights and equity legislation, regulations, policy, and practice
  - 4.2 monitoring, evaluating, and advocating portrayals of Aboriginal and First Nations peoples and people of racial and ethnocultural minorities in the media
  - 4.3 monitoring and responding to racist coverage of local and global events, and editorials and commentaries covered or not covered by the media, ensuring the media either through the presentation of facts or through innuendo do not inflame, provoke, or support racist sentiments
  - 4.4 providing the anti-racist voice for those who cannot respond for fear of retribution
  - 4.5 urging all levels of the church to speak out against human rights violations, including instances of racial injustice
  - 4.6 participating in wider society initiatives that address anti-racism, human rights, and social justice issues
  - 4.7 participating in wider society initiatives that promote mutual understanding among groups of different race, ethnicity, and culture

Adopted by the 37th General Council (2000).