

People’s Church of Kalamazoo – Anti Racism Policy

As an historically predominantly white congregation, we acknowledge that we have individual and collective work to do to fully become the environmentally just, wholly diverse, multicultural Beloved Community that accountably dismantles racism and all forms of oppression.

	Members will demonstrate a commitment to dismantle racism by:	Congregational leaders will demonstrate a commitment to dismantle racism by:	The Church will demonstrate a commitment to dismantle racism by:
<p>Awareness/ Education: Learning</p> <p><i>Continuous learning through reading, listening, observing with an open heart & mind.</i></p> <p><i>Intentionally seeking out new information that comes through sources in BIPOC communities.</i></p> <p><i>Centering voices that bring their lived experience of oppression</i></p>	Examining your personal journey on the continuum from awareness to action. Membership is a commitment to continuing the journey both individually and in community, especially when it is difficult	Accepting that leadership means doing continuous search and repair work as an antiracist Beloved Community	Committing that all committees, ministries, projects, sponsored events, and services support being a diverse multicultural Beloved Community
	Continuing to learn on the continuum of dismantling racism: <ul style="list-style-type: none"> o Awareness/Education o Accountability/Engagement o Action/Advocacy 	Understanding the history of antiracism in both the UUA and People’s Church to be able to explain the broader context and why it matters	Being intentional, open, and welcoming of feedback from others on our progress, especially from communities of color so that we are recognized by outsiders as an intentional, welcoming community that centers a diversity of voices

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<p>Accountability/Engagement: Accepting</p> <p><i>Decentering one's own privilege in order to make space and give attention to other realities. Acknowledging individual & organizational responsibility and role in both racism & antiracism</i></p>	Actively acknowledging historical privilege, including white privilege, and intentionally decentering that privilege	Continuing the journey toward full racial justice and being able and willing to share their own route and progress with others	Modeling accountability for the work of antiracism by regular progress reports at each annual congregational meeting
	Holding ourselves and the church accountable to make progress on recognizing and dismantling racism and other oppressions both within and outside People's Church	Supporting and encouraging others to continue the journey, especially when it is difficult	Collaborating with other congregations who are doing the work of antiracism.

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<p>Action/Advocacy: Doing</p> <p><i>Joining with communities of color to change norms, policies and</i></p>	Welcoming everyone, not as objects of our personal guilt, but as active participants to intentionally create community, celebrate life, and be actively	Actively participating in meetings where the Board routinely includes an accountability check on Article III being integrated into the work of the church	Routinely evaluating policies, procedures, and practices to identify and rectify implicit bias

<p><i>practices that contribute to systemic racism. Speaking truth to others who share our privilege.</i></p>	<p>engaged in changing the world</p>	<p>and/or has an agenda item that is an antiracism learning moment</p>	
	<p>Participating in the work of the congregation to support racial justice and antiracism work as an integral part of all our efforts, both internally and externally</p>	<p>Creating and adhering to antiracist policies, procedures, and practices in all we do as a church</p>	<p>Advocating antiracism work in relationship with impacted communities in Kalamazoo and beyond</p>

1. **Accountability:** living into our antiracist values (both/and thinking, collaboration, transparency, abundant worldview) by being in relationship with communities that are marginalized, being informed by their lived experience and following the leadership of BIPOC and communities resisting oppression. Practicing accountability means listening, learning, keeping our word, apologizing for mistakes, making amends, and maintaining relationships of care and trust.
2. **Beloved Community:** This is an idea developed by philosopher Josiah Royce and expanded by Rev. Dr. Martin Luther King. *Beloved Community* is an ideal world where everyone always acts with the highest loyalty to love and justice. It is a global vision, in which all people can share in the wealth of the earth. In the Beloved Community, poverty, hunger and homelessness will not be tolerated because international standards of human decency will not allow it.
3. **BIPOC:** stands for Black, Indigenous, and People of Color. Pronounced “bye-pock,” this is a term specific to the United States, intended to center the experiences of Black and Indigenous groups and demonstrate solidarity between communities of color. Groups recognized as people of color are identified through their experience of racialization and

marginalization and include, but are not limited to Asian Americans, Pacific Islander Americans, Arabs, Latino/a/x/e Americans and multiracial individuals. The term is used to acknowledge that not all people of color face equal levels of injustice. *BIPOC* is significant in recognizing that Black and Indigenous people are severely impacted by systemic racial injustices.

4. **Implicit Bias:** also known as implicit prejudice or implicit attitude, are attitudes and prejudices either positive or negative that occur automatically and unconsciously that nevertheless affect our judgments, decisions and behaviors about people or groups.
5. **Privilege:** a special right, advantage, or immunity granted or available only to a particular person or group. People often have privilege based on their identity. *White privilege* refers to inherent advantages possessed by a white person on the basis of being white in a society characterized by racial inequality and injustice.
6. **Systemic Racism:** policies and practices that exist throughout a whole society or organization, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race.