

All Are Welcome Criteria

Action Steps for Becoming an Anti-Racist Faith Community

Action Steps

Education

- Examine your specific faith tradition's historical and present-day intersection with race
- Utilize your faith tradition's anti-racist resources and training opportunities
- If your congregation has a library and/or uses study materials, include diverse voices and stories in these resources
- Host regular conversations about race, racism, and racial inequality for kids, youth, and adult; if faith community uses curriculum or study materials, integrate these conversations into cycle
- Images, books, and curricula for children and youth represent varied racial identities for God and humankind

Faith Community Governance and Worship

- The governing body of your faith community represents the ethnic and racial demographics of your community
- Incorporate inclusive language into your church's bylaws, employment manuals, and policies
- Incorporate anti-racist messaging into sermons, homilies, and other communications
 - Use language that counters racial stereotyping, i.e. avoid using words like black or darkness as metaphors for sin and evil
 - Your holy writings are interpreted through the lens of people living on the margins of society
- If your congregation uses liturgical art, ensure that these depictions are racially diverse, i.e., if you've inherited stained glass that depicts a white holy figure and you are unable to replace it, provide for multiracial art elsewhere in the worship space
- Your music selections for worship promote peace, justice, and inclusion, and refrain from using militaristic, violent, or nationalist themes

Communications

- Dedicate a page/section of your website to anti-racism resources
- Utilize a peace calendar and recognize significant seasons of the year that oppose racism and advance that all humans are to be born free and equal in dignity and rights¹
- Display explicit statements of welcome, naming race and ethnicity as groups welcomed to and included in worship. Make these statements easily visible on your website and physical property

¹ 'For example: 2022 Peace Calendar,' Syracuse Cultural Workers.
(www.syracuseculturalworkers.com/products/2022-peace-calendar)

Community Involvement

- Explore and understand the demographics of your neighborhood and surrounding community, including its history regarding race
 - As a faith community, advocate publicly for policies and practices that advance racial justice and counter the legacy of white supremacy (i.e., legislation on policing, mass incarceration, voting rights, housing, education)
 - Partner/Support local organizations working towards racial equity and anti-racism with your time and financial resources.
-

What is Anti-Racism?

“Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.”²

Resources:

Connelly, Kerry. *Wait-Is This Racist: A guide to Becoming an Anti racist church*” (Westminster John Knox Press, 2021)

G20 Interfaith Forum, ‘Interfaith Anti-Racism Resources.’ (www.g20interfaith.org/anti-racism-resources/)

Mennonite Church USA, ‘Anti-racism Glossary.’

(<https://www.mennoniteusa.org/resource-portal/resource/anti-racism-glossary/>)

National Council of Churches USA, ‘Anti-Racism Resources.’

(nationalcouncilofchurches.us/anti-racism-resources/)

Office of Religious Life at Princeton University, ‘Interfaith Responses to Racism.’

(religiouslife.princeton.edu/interfaith-responses-to-racism)

Women of the ELCA, ‘How to have helpful conversations about race in the church.’

<https://www.womenoftheelca.org/filebin/pdf/justice/HelpfulConversations.pdf>

² Alberta Civil Liberties Research Centre, ‘Anti-Racism.’ (www.aclrc.com/antiracism)