

*The following is proposed to be added to Presbytery of Nevada's Manual of Administrative Operations and to the actions of the Presbytery of Nevada at this meeting.*

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## Antiracism

The Presbytery of Nevada states unequivocally that racism and all forms of discrimination and marginalization are sins against humanity and God, inconsistent with our Christian and corporate values, and unacceptable within our agencies and entities.

We recognize the strides we have made, even as we acknowledge there is more work to do. As we strive to be an antiracist church, we commit to:

- Repenting of the role we collectively and individually have played and continue to play in creating and maintaining white supremacy and systemic racism;
- providing antiracism and cultural humility training for employees as directed by the church wide antiracism policy;
- developing and implementing practices and strategies to disrupt and dismantle racism and oppression in the church and the world;
- striving for racial equity in recruitment, hiring, and retention of employees;
- expanding our use of diverse suppliers as directed by General Assembly actions;
- managing church investments in ways that increase our witness to racial justice and equity;
- taking steps of reparation and restorative action in response to disparities of wealth created and sustained by white supremacy;
- working in partnership with mid councils in their antiracism ministries;
- acting courageously and creatively against police brutality, voter suppression, educational and healthcare inequity, and other acts and practices of systemic racism on federal, state, and local levels; and
- putting into practice General Assembly directives to build an intercultural church where justice and equity prevail.