

NV PRESBYTERY ANTIRACISM POLICY STATEMENT

We understand that policy statements can be meaningful but committed, consistent, and on-going actions are the only tools that lead to positive change. We acknowledge that regardless of one's own race or ethnicity, individuals are at various points along this path. We also understand that bias can be unconscious or unintentional and that racism is the combination of social and institutional power plus racial prejudice. Identifying these two specific forms of oppression and disparate outcomes does not automatically mean that those involved intended negative impact. Having these conversations requires courage, respect, and compassion, and may not always be or seek to be comfortable. We will purposefully strive to identify, discuss, and challenge issues of race, color, ethnicity, and their impacts.

NV Presbytery will strive to:

1. Acknowledge that racism is a societal and global problem that requires continuous education.
2. Provide antiracism and cultural humility training.
3. Work in partnership with mid councils in their antiracism ministries
4. Develop and implement practices and strategies to help dismantle racism and oppression in the church and the world.

We recognize that confronting and combating racism is life-long work. As a community, we must be vigilant in our learning, listening, and action to advance change. Our goal is to be an inclusive, welcoming, safe environment where every member of our community, regardless of race, religion, gender, or socio-economic status, can thrive.

Antiracism Task Force
1/25/2024

Resources:

Antiracism Statement: School of Social Work University of North Carolina
Antiracism Statement: Office of Equity, Diversity & Inclusion University of Pittsburgh