

The Commission on Race and Ethnicity presented the following recommendations to the 2022 General Assembly on June 14, 2022.

The ongoing hope is that these recommendations will support the inclusion and belonging of historically marginalized racial and ethnic groups within the denomination. We know that no one group is a monolith and that there are varied experiences of racism in the denomination and the world. CORE also acknowledges the ongoing need for conversations that promote deeper solidarity between churches, communities, racial ethnic councils and everyone.

As you review the recommendations, consider how 1) they can support the unique gifts that your community bring to the Reformed Church in America and 2) how your community can support the efforts to learn about, grow in, and deliver for a multiracial, multicultural world.

RE 22-1

To direct the General Synod Council and the general secretary to strongly urge all entities of the Reformed Church in America (racial/ethnic councils, assemblies, commissions, institutions, boards, and agencies) to adopt the following antiracism policy:

The Reformed Church in America shall:

1. Build on the 2009 General Synod declaration that “racism is a sin because it is an offense to God” and declare that the sin of racism is expressed as a policy, behavior, and/or belief against a person or people based on their identification and/or membership in a particular racial or ethnic group that is considered a minority.
2. Define antiracism as the practice of confronting and changing policies, behaviors, and beliefs that perpetuate racist ideas and actions.
3. Confess that our sin has led us to erect religious, cultural, economic, and political barriers along racial and ethnic lines and that these barriers have separated us from one another and deprived many of us of the right to develop our personal and corporate identities.
4. Respect the rights and freedom of all people of color regardless of race, ethnicity, or nationality where the cries of people who have become victims of racial injustice and/or discrimination are to be taken seriously and are given full voice and opportunity to make their complaints, without retaliation, to their appropriate judicatories; and inform the Office for Advocacy and Race Relations as well as the Commission on Race and Ethnicity.
5. Support allies who speak out against persons and systems that perpetuate racial injustice.

6. Commit to dismantling racism in its attitudes and structures in all assemblies (local churches, classes, regional synods, and General Synod).

Questions to ponder:

- 1. Where do you see yourself in this policy?**
 - 2. Where do you see your community and/or church context in this policy?**
 - 3. In what ways might this policy move from words to action, both individually and collectively in your church and communities, so that we might move to eradicate the sin of racism in this world?**
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RE 22-2

To direct the General Synod Council, working together with the Commission on Race and Ethnicity, to provide up to three Sankofa journeys per year for the next three years and up to three Institute for Healing Racism–type experiences per year for the next three years; and further,

To approve the \$0.36 per member assessment to fund the first year of Sankofa journeys and Institute for Healing Racism learning communities.

RE 22-3

To direct the General Synod Council to reinstate and recognize a fourth racial/ethnic council for Native American and First Nations Ministries as a council in the Reformed Church in America with all rights and privileges hereto according to the Book of Church Order, Chapter 3, Part I, Article 3, Section 2b (2021 edition, p. 109).

RE 22-4

To direct the General Synod Council to ensure that as the RCA multiplies and grows, the work in new church starts:

1. Embeds core values on antiracism in all of its new congregations and worshipping communities.
2. Develops specific points that measure antiracism efforts and results of its new congregations.
3. Shares results of antiracism work in the Church Multiplication ministry with RCA assemblies and institutions for learning and potential development opportunities.

4. Reports annually to the General Synod on annual and multiannual impacts of antiracism agendas on our new churches.