



The Intention: Racial justice, decentering Whiteness, awareness of personal and systemic implicit biases, ethnic histories and heritages that have been “hidden” from the dominant White cultural education, all are hugely complex topics and yet also are rising to a new imperative for clergy awareness. There are vastly different experiences and needs our clergy have when it comes to education around racial justice. The intention for this clergy requirement to maintain active standing is to ensure that all active clergy have at least a workable self-awareness and understanding of these dynamics and how they are impacting our churches, recognizing that personal and institutional work is ongoing.

In general, there are educational experiences available now that can encompass:

- primarily personal awakening and transformation
- relearning history
- understanding complicity in the White supremacist culture and heritage of the United States
- understanding how Euro-centric churches have been historically and continue to be complicit
- awareness of racism present and influential in many/all of our social justice issues
- advancing from a basic understanding of racism to more advanced practices of interruption, advocacy, and activism.
- recognizing and addressing the very different experiences of BIPOC (Black, Indigenous, People of Color) clergy functioning and ministering in a White supremacist culture and church.

➔ **These are just some of the varieties of needs of our clergy that makes formulating a single one-size-fits-all six-hour required class irrelevant and impossible. For this reason, COCAM-A concluded that the best course forward for fulfilling this requirement is for clergy to identify for themselves a group, a class, a course that best fits their current needs.**

- ✓ We hope for those who are brand new to these concepts – it will give you some basics and open the door for new awareness, and that you will seek greater understanding.
- ✓ We hope for those who are already well-versed in the basics – that this will afford you an opportunity to be educated in deeper ways and explore more intricacies and specialties that are relevant to your context and interest.
- ✓ We hope for BIPOC clergy, this will allow you to find an experience where you can truly be nurtured and supported in your ministry in a White-centered culture, and you won’t unwittingly find yourselves functioning more as the teachers and racial interpreters, than participants... unless it is a conscious choice you make to accept that role.

The following criteria was developed to guide the selection of an acceptable group, course or class to meet one’s requirement:

- At *LEAST* 6 hours within each 5-year cycle of clergy training – However, the longer and more robust, the better to truly make personal shifts in perspective and behavior. Anything over 6 hours may be counted as continuing education.

- Must have a spiritual or ecclesiastical component (not just secular – i.e. solely business-oriented)
- Preferably sponsored or supported by a religious institution or denomination (seminary, judicatory, national denomination, interfaith, etc.)
- Includes an element of active engagement (i.e. reading, discussion etc. - not simply lecture presentation or webinar)
- A group, class or course may have special emphasis that appeals to you (i.e. Race and Housing, Race and the Environment, Race and Health Care, etc.). It may be centering on a specific racial group, or systemic racism and racial justice in general.
- For BIPOC clergy, a group or class may be sought that is more healing and supportive in nature rather than one that is the more focused on what people of Euro-descent need to learn.
- The group/class/course must be facilitated/taught by someone who is trained for leading such a group. A class or group *LED BY YOU* will not count for this requirement (though your preparation for such a class may count toward your 12 hours of continuing education). For the racial justice requirement, you *must be a participant* in the class.
- If the event is sponsored by a UCC Conference or national office, or is publicized as an event that meets the requirement, it can be taken without review. Anything else needs to be approved by sending a link and email to Associate Conference Minister, Rev. Dr. Barb Doerrer-Peacock ahead of time.
- Please notify the associate conference minister upon completion of the class so your file can be updated. For those things NOT sponsored by the SW Conference, please include a proof of participation (i.e. a certificate, letter, or receipt).

SOME SOURCES of EDUCATIONAL EXPERIENCES:

These are some sources that have been used by clergy to meet the requirement in the last year.

- ✓ **National UCC: Sacred Conversations to End Racism**
https://www.ucc.org/sacred_conversations_to_end_racism/
- ✓ **Center for Racial Justice (affiliated with the Episcopal Dioceses of Atlanta)**
<https://www.centerforracialhealing.org/>
- ✓ **Anti-Racism Study Dialogue Circles** <https://www.asdicircle.org>
- ✓ **Working for Racial Justice In Solidarity with the Black Community**, course/retreat experience by Deacon Joan Crawford (she has offered this class to the SWC, and through the ELCA in Phoenix, and may offer it elsewhere) If we hear of it offered again, we will announce it.
- ✓ **The Revolutionary Love Conference** <https://www.revolutionaryloveconference.com/> This multi-day online conference is sponsored annually by Middle Collegiate Church in New York City.
- ✓ **The School of Global Citizenry** <https://schoolofglobalcitizenry.com/>
- ✓ **Other UCC Conferences and other denominational judicatory clergy anti-racism and racial justice trainings** are often open to clergy from other locations and denominations. Also keep an eye out for special seminary courses, or those offered by regional theological education programs like Pathways Theological Education <https://www.pathwaystheological.org/> and the New York School of Ministry <http://uccny.org/ministries/nysom/>
- ✓ Periodically we hear of conferences and courses that can be approved for the clergy requirement. I try to publicize those when I hear of them *In the Loop* and on the SWC Clergy

Facebook page, and by email. **PLEASE - IF YOU FIND A SOURCE FOR ANTI-RACISM TRAINING – LET ME KNOW WHAT IT IS SO I CAN PUBLICIZE IT.**

- ✓ The Southwest Conference undoubtedly WILL HOST educational events in the future that will be applicable for this requirement, but we don't have plans to have *one regular recurring class that everyone needs to take* - such as the addition of modules to our Healthy Ministry Modules as was originally thought. We are currently in conversation and organization around ways to resource our own clergy and congregations for racial justice.

REMEMBER: TO MAINTAIN YOUR ACTIVE STANDING – YOU NEED TO HAVE TAKEN AT LEAST 6 HOURS OF ANTI-RACISM TRAINING between the beginning of 2018 and the end of 2022. In January of 2023 a new 5-year cycle begins and you will need to do another training before the end of 2027. If you are uncertain whether you have already met this requirement or not, contact Rev. Dr. Barb Doerrer-Peacock, bdoerrerpeacock@uccswc.org.



Rev. Gail Loraemon, chair, SWC Committee on Church and Ministry-A