

1 TITLE OF RESOLUTION: Dismantling Racism and Creating Diversity in the Minnesota Conference

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3 SUBMITTED BY: Cherokee Park United Church, Peace UCC in Rochester, and Peace UCC Duluth

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5 SUMMARY OF INTENT: Call upon the Minnesota Conference UCC to encourage members of color from  
6 congregations in the Minnesota Conference to attend the Conference Annual Meeting by fully covering the expense  
7 of housing, meals and conference registration of all members of color who are able to attend. Create an expectation  
8 and resources for annual antiracism training for conference staff and leadership.

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10 FISCAL NOTE: Call upon the Finance Committee and Board of Directors to identify appropriate funding in the  
11 Conference's annual budget process to support the commitments outlined in this resolution.

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13 WHEREAS the Doctrine of Discovery, originating from a 1452 Papal decree became the moral justification for  
14 Christian monarchs laying claim to any non-Christian lands, specifically sanctioning, promoting the conquest,  
15 colonization and exploitation of the those land and the people, and this Doctrine subsequently became the basis for  
16 rules and laws continuing among Western nations to this day.

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18 WHEREAS all of us live with the painful legacy of white colonialism and supremacy resulting in the genocide of  
19 indigenous peoples, the enslavement of Africans, the unjust appropriation of Mexican lands, the racist and  
20 discriminatory practices toward immigrants from Asia, the Pacific Islands and the Middle East. This legacy and the  
21 related practice of depreciating people of color also have resulted in situations of injustice and violence across the  
22 world through U.S. foreign policies.

23  
24 WHEREAS the historic legacy of systemic racism has created social, cultural and religious barriers that are an  
25 offense to the oneness God desires for us all. The historical legacy of racism has privileged and advantaged those  
26 who are white at great cost to people of color; including but far from limited to the following, theft of land, theft of  
27 labor, conflating Christianity with white culture enabling the negation of values, culture and religious traditions of  
28 people of color while supporting the supremacy of white culture, the creation of discriminatory laws and policies  
29 that exclusively benefit whites, the continued maintenance of institutions and institutional practices designed for the  
30 benefit of whites and unwelcoming to people of color.

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32 WHEREAS in Minnesota we have a special responsibility to learn from members of All Nations Indian Church  
33 about tribal sovereignty, treaty violations, and the many issues that continue to impact our Indigenous brothers and  
34 sisters.

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36 WHEREAS following the Way of Jesus means living in a prophetic tradition committed to truth telling and  
37 confession, actively and intentionally working toward the day when all God's Children will be fully included at the  
38 Great Banquet of God's Realm, trusting that the seeds we plant today will yet bear fruit in the future.

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40 WHEREAS General Synods of the United Church of Christ since 1963 have passed numerous resolutions, and  
41 pronouncements denouncing racism and the 2003 General Synod of the United Church of Christ called upon the  
42 United Church of Christ to become an anti-racist church, the Minnesota Conference adopted in 1999 a resolution  
43 entitled "Toward Becoming an Anti-racist, Multi-cultural Conference" and the 2004 Minnesota Conference  
44 authorized the creation of the Emmaus Anti-racist, Multicultural Team.

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46 WHEREAS in 2014 on the tenth anniversary of the creation of the Emmaus Antiracism Team, much work remains,  
47 including the legacy of racism being visually present at the gathering of the Minnesota Conference Annual Meeting  
48 in the background of those represented.

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50 WHEREAS an essential small step toward building diversity and undoing racism is listening and listening requires  
51 presence; listening and presence allows for conversation, critique, challenge and the possibility of relating more  
52 authentically.

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54 THEREFORE BE IT RESOLVED that in 2014 the Minnesota Conference honor the creation of the Emmaus  
55 Antiracism Team by convening, through the leadership of Conference Staff and Board of Directors representation,  
56 an active engagement process with UCC members who self-identify as persons of color to increase participation in  
57 Annual Meetings and all ministries of the Minnesota Conference.

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59 THEREFORE BE IT RESOLVED that the Emmaus Antiracism Team work with the Board of Directors to ensure  
60 the full welcome and inclusion of all Members of Color at the Conference Annual Meeting.

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62 THEREFORE BE IT RESOLVED that Conference Staff and the Board annually participate in antiracism and  
63 diversity training as determined by the Conference Minister in consultation with the Emmaus Antiracism Team.

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65 THEREFORE BE IT RESOLVED that the Board of Directors commit necessary resources to provide high-quality  
66 anti-racism training plenaries and workshops and opportunities for relationship building at the UCC Minnesota  
67 Conference Annual Meeting.