# Anti-Racism Action Plan for The United Church of Canada

# Goals for 2022-2025

The Anti-Racism Common Table—one of the United Church’s national committees—began to work on developing an Anti-Racism Action Plan for The United Church of Canada after the General Council made a commitment to becoming an anti-racist denomination in October 2020.

This national committee is made up of people from a variety of regions across the country, a diverse group of people who are active in their local ministries and who identify as Indigenous, racialized, and White peoples.

## Development of the Action Plan Goals

The faithful work of the Anti-Racism Common Table led to the development a series of goals for a 3-year Anti-Racism Action Plan for the church as a whole. The Anti-Racism Action Plan was developed in the context of the General Council Office Strategic Plan, with initiatives building on the commitments to becoming an anti-racist and intercultural church.

Once these goals were drafted, the Anti-Racism Common Table held several online consultations, as well as an online survey, that invited people across the church to share feedback on the goals, including reflection on how these goals might have life within the contexts of their ministries. The input from the consultation process was incorporated into re-drafting and revising the goals for the action plan, and the goals were subsequently updated and edited. Finally, the goals were reviewed by the Executive of General Council.

The goals fall into 5 different theme areas:

* Education and Awareness
* Theology
* Advocacy
* Governance
* Healing and Accountability

The goals that are part of the plan are not necessarily designed to be engaged in a linear fashion, and the goals will be reviewed and evaluated regularly. The goals will be the same across the church; however, they may be implemented differently depending on the regional and local context.

Nationally, the goals will be accompanied by clear activities, milestones, and indicators as part of the strategic plan. Over time, there will be suggested activities that are descriptive (not prescriptive), and parts of the church will be supported in the development of their own action strategies.

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| **Education and Awareness** |
| 3-year goals: |
| * Understand the diverse impacts of colonialism, White supremacy, and racism in our church. This includes, but is not limited to, anti-Indigenous, anti-Black, anti-Asian, anti-immigrant, and internalized racism.
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| * Move from simply acquiring knowledge to learning how to transform individual behaviours.
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| * Resist and reject the power and privilege that come from Whiteness, and work instead to restore right relationship. Start to give back resources, real estate, and artifacts taken from Indigenous and racialized communities. Where returning what was taken is no longer possible, compensate Indigenous and racialized communities.
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| **Theology** |
| 3-year goals: |
| * Increase understanding across the church that the dominant theology of the church is based in White, male, European theology and practices, and name the need to change this.
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| * Recognize and encourage existing and new theologies and practices that promote multiple marginalized identities and intercultural practices and values.
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| **Advocacy** |
| 3-year goals: |
| * In advocacy efforts, follow the lead of Indigenous and racialized people—who are most affected and have the best understanding—while providing support, labour, and resources. Create safer, more accessible spaces for networking for Indigenous and racialized peoples within the church that encourages anti-oppressive advocacy to develop naturally.
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| * Develop relationships of mutuality and trust with Indigenous and racialized communities and related movements inside and outside the church. Take into account overlapping oppressions, and do not assume everyone sharing one social group all thinks and feels the same way.
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| * Focus on collaborative political advocacy supporting social movements here and overseas that prioritize issues affecting Indigenous and racialized leadership.
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| **Governance** |
| 3-year goals: |
| * Change composition and procedures so that governance committees are places where members are encouraged to speak from their own experiences and offer critical analysis on anti-racism issues. Ensure committee members are not all White.
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| * Be intentional about making time to focus on relationships and processes that promote equity in church governance.
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| * Ensure that our church governance policies and structures will reflect our anti-racism commitment.
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| **Healing and Accountability** |
| 3-year goals: |
| * Support community-determined and self-defined healing for and by Indigenous and diverse racialized people from intergenerational trauma and internalized White supremacy.
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| * Challenge White defensiveness, and increase White emotional strength to undertake anti-oppression work at the individual level
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| * Confront denial of ongoing colonialism by non-Indigenous people. Repair damages to relationships caused by colonial and spiritual violence perpetuated by the church.
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