

Racial Justice Task Force.

What do we hope to achieve through a task force:

- To equip members of our congregations to form inter-racial and inter-cultural friendships in their community.
- To learn about the level of racism that exists within Virginia Mennonite Conference, an Anabaptist/Mennonite culture, and the patterns within our organization that limits non-White participation at all levels of leadership;
- To develop leadership strategies to address the racism that contributes to non-White individuals from excelling among us;
- To equip Conference leaders, credentialed leaders, and lay congregational leaders in understanding and addressing issues of racism that impacts their ministries

The work of the Task Force

- a. Assess VMC's history concerning race relationships and provide a written report of their findings to Conference Council and the Delegate Assembly. There are stories of positive and negative actions by leaders and members concerning race relationships. These need to be heard. This may be where deep listening occurs by a group of people, but these stories can also be recorded and shared with our constituency.
- b. Make specific recommendations to Conference Council to eliminate racist language from Conference documents and policies at all levels of the organization.
- c. Provide advocacy to include non-White members on Conference planning committees on personnel selection for all committee appointments.
- d. Make recommendations concerning governance practice within VMC to incorporate non-White leaders.
- e. Facilitate training programs in racial sensitivity, racial consciousness, and anti-racism and inclusion for Conference Staff, Conference Council members, and members of the Congregational Life and Faith and Life Commissions.
- f. Require all key leaders of Conference, Conference Staff, and credentialed leaders to take the Intercultural Cultural Development Inventory - <http://mennoniteusa.org/what-we-do/undoing-racism/intercultural-development-inventory/>
- g. Facilitate the development of a mandatory training program for all credentialed leaders in racial sensitivity, racial consciousness, and anti-racism and inclusion.
- h. Ask each congregation to provide training on racial sensitivity, racial consciousness, anti-racism, and inclusion, using materials and training programs recommended by the Task Force.

Racial Justice and Equity Leader (1/4 time staff person)

- The Racial Justice and Equity Leader shall lead and facilitate Virginia Mennonite Conference's Anti-Racism mandates.
- Racial Justice and Equity Leader is supervised by the Executive Conference Minister.
- The term of service is a two year assignment. The Executive Conference Minister in consultation with Conference Council will evaluate progress of transformation on racial justice and equity within the Conference and determine next steps for the position.

Approved by Conference Council 200919