

METROPOLITAN CHICAGO SYNOD ANTIRACISM TRAINING

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WHEREAS, we live in a nation that continues to experience incredible demographic diversification that significantly alters the relationships between the people of this nation; and

WHEREAS, questions of justice, mercy, and equity continue to be raised within our communities and congregations in the midst of cultural, social, and economic transitions that demand we address issues of power and privilege within existing economic, educational, and religious systems that, when abused, prevent individuals and groups from full and equitable participation in the church and society; and

WHEREAS, many believe erroneously that by encouraging multicultural sensitivity and diversity within our church, we address the deeper, more complex, and destructive dynamics of racism that so profoundly affect our congregations and our communities; and

WHEREAS, the 2003 Evangelical Lutheran Church in America (ELCA) Churchwide Assembly reaffirmed the commitment of the ELCA to "confront racism, give public leadership and witness of racial-justice issues, and persevere in our mission and ministry in a multicultural society," as expressed through the social statement, *Freed in Christ: Race, Ethnicity, and Culture*; and

WHEREAS, this church commits to "confront the scandalous realities of racial, ethnic, cultural, religious, age, gender, familial, sexual, physical, personal, and class barriers that often manifest themselves in exclusion, poverty, hunger, and violence," and to "pursue ardently the ELCA's commitment to becoming more diverse, multicultural, and multigenerational in an ever-changing and increasingly pluralistic context, with special focus on full inclusion in this Church of youth, young adults, and people of color and people whose primary language is other than English," as stated in *Faithful Yet Changing: The Plan for Mission in the Evangelical Lutheran Church in America* (Section IV p.1); and

WHEREAS, throughout its governing documents, the ELCA has declared its commitment to be an inclusive church, yet has failed to grow among communities of color as manifested in a membership that remains 97% White in a society that is 66% White, non-Hispanic; and

WHEREAS, this church has not lived in full compliance with its commitments, by not examining the structural and cultural realities of racism at all levels within the church, not requiring

38 antiracism education of all its leaders, and not allocating adequate resources to address
39 the sin of racism; and

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41 WHEREAS, the 1992 and 1995 Metropolitan Chicago Synod Assemblies urged that education about
42 racism be carried out in this synod, reaffirmed our commitment to inclusiveness and
43 diversity, and called on synod leadership and congregations to strengthen
44 programmatic efforts to dismantle racism; therefore, be it

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46 RESOLVED, that the continued commitment of the Metropolitan Chicago Synod to address racism in
47 the church and society be affirmed; and be it further

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49 RESOLVED, that the Metropolitan Chicago Synod in assembly require elected and volunteer
50 synodical leaders, boards, committees, teams, and staff to undertake antiracism
51 training where they can develop a common analysis, an antiracist identity, and the
52 knowledge that will assist them in addressing, confronting, and working toward the
53 dismantling of racism; and be it further

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55 RESOLVED, that appropriate funds for the antiracism training of all elected and volunteer synodical
56 leaders, boards, committees, teams, and staff be allocated continually within the
57 synod's annual budget; and be it further

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59 RESOLVED, that the Metropolitan Chicago Synod Antiracism Team, as part of its 20 year strategic
60 plan to undo racism and to develop an antiracist identity in this synod, be called on to
61 design and implement antiracism training for all elected and volunteer synodical
62 leaders, boards, committees, teams, and staff.

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64 Submitted by:

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