



St. Paul's United Church of Christ
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Our Covenant to Become an Anti-Racist Congregation:

Systemic racism strikes at the heart of God's commandment to love our neighbor, even as it jeopardizes the Beloved Community and diminishes God's vision for the world. St. Paul's United Church of Christ acknowledges we participate in a culture that benefits some and oppresses others.

As a reflection of our expansive interconnectedness within God, we understand the sacred significance of all creation. Because all people are created in the image of God, we believe all are of equal value and worth. We bear witness to Jesus's message and mission to liberate people from oppression. United in love for God and neighbor, we commit to become an AntiRacist congregation, working toward racial equity and justice in our own church community, in the life and culture of Carroll County and beyond.

We strive to be actively anti-racist in all aspects of the life and culture of our congregation by:

- Being proactive in staffing decisions, hiring practices, and contracting with suppliers and service providers.
- Surveying our physical plant and attending to aspects of our physical presence that may be racist or racially insensitive.
- Reflecting our commitment to anti-racism across all aspects of our virtual and social media presence.
- Accounting for diverse perspectives in all aspects of art, imagery, and design, including images of Jesus and God, in every physical and virtual space.

- Ensuring the ways we invest and manage financial resources are socially and racially responsible, our spending supports businesses owned by people of color, and our benevolent giving supports organizations and activities that further the cause of antiracism.
- Continuing and developing programs that intentionally reach out to and serve Black and Brown people in our community, including church-led activities as well as in individual volunteering and donations.
- Creating worship experiences that are sensitive to the needs and hopes of people across the broad spectrum of racial diversity and that maintain a focus on anti-racism as a critical aspect of Christian discipleship.
- Offering a wide array of educational programs for all ages to deepen our understanding of systemic racism and ways to dismantle it, reckon with Whiteness and its implications, delve into personal healing related to race, and move toward fuller appreciation of diversity.
- Providing resources on race and anti-racism in our library for personal use.
- Examining our congregational history relative to race and racism, owning it, and making amends where necessary and possible.

We seek to be an actively anti-racist presence in our *community* by:

- Striving to learn and recognize systemic racism in all areas of community life and society, including but not limited to the environment, economy, housing, education, the judiciary, law enforcement.
- Participating with individuals, groups, and organizations in our community working to dismantle racism.
- Sharing educational opportunities for our wider community.
- Listening to and supporting people of color in our community.
- Standing up to racism as we encounter it in our daily lives.
- Supporting businesses, organizations, events, and activities led by people of color.
- Advocating for people of color in government positions, both appointed and elected, as well as supporting legislation that promotes social justice.
- Working with educational and other structures to further racial equity and justice.

Our past, present, and ongoing anti-racism efforts:

- Organizing and producing anti-racism education events for the community:
 - listening sessions on race
 - white privilege panel
 - racial autobiographies
 - local African American history events
 - African American read-in events during church services

- Participating in and leading wider church efforts such as Catocin Association Anti-Racism Team and Central Atlantic Conference Anti-racism efforts, trainings, and workshops
- Participating in Carroll Citizens for Racial Equality (CCRE) and hosting CCRE annual conferences
- Fundraising to support local NAACP and CCRE
- Leading book studies:
 - *The Cross and the Lynching Tree* by James Cone
 - *How to Be an Antiracist* by Ibram X. Kendi
 - *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin DiAngelo
 - *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies* by Resmaa Menakem
- Being visible and proactive while taking initiative to promote anti-racism:
 - Displaying banners supportive of Black Lives
 - Displaying the racially-inclusive rainbow banner
 - Writing Letters to the Editor and Opinion Columns
 - Authoring a one-book overview of anti-racism
 - Attending and speaking at rallies
- Sponsoring, supporting, and mentoring a refugee family from Sudan • Working with the Quechua Benefit serving poor people in Peru
- Supporting and participating in community events:
 - Silver Oak Academy's Rev. Dr. Martin Luther King, Jr Event
 - African American Read-In
 - NAACP MLK Breakfast
- Participating in and/or leading:
 - Education That is Multicultural of Carroll County Public Schools
 - CCPS Culture Expo
 - Carroll Citizens for Racial Equality (CCRE)
 - NAACP #7014
 - Carroll County Coalition of the MD Lynching Memorial Project
 - Poor People's Campaign
 - Multiple recipients of Carroll County Human Relations Commission Award
- Hosting events celebrating African-American culture:
 - Maryland Humanities and Carroll County Public Library partner events:
 - Sankofa Dance Theater
 - African America History in Theater