



RACIAL JUSTICE RESOLUTION

Adopted by the Vestry of All Saints Church, Pasadena, on April 12, 2016

Revised by the Vestry of All Saints Church, Pasadena, on June 26, 2018

Be it resolved that the Rector, Vestry and Staff will lead All Saints Church Pasadena on a path of activism for racial justice, committing to practice radical inclusivity of all racial, ethnic and cultural groups, and to both promote and practice allyship.* We further commit to interrupt racism in all its manifestations at the personal, interpersonal, institutional and cultural level as well as to the work of recognizing, understanding, appreciating and celebrating both our similarities and our differences.

To serve as advocates for racial justice in our church, in our community, and in the world, we will:

1. Educate members to be articulate public advocates for the elimination of racism;
2. Provide anti-racism training and for newly hired staff within a year of employment, for All Saints members on an ongoing basis, and for other faith-based and secular communities by request;
3. Increase opportunities for members to build cross-racial awareness, sensitivity, empathy, knowledge, and to develop skills in inter-group relations;
4. Support movements that challenge racism, privilege, and biased legislation and policies, and advocate for the value of racially oppressed and targeted groups;
5. Work to protect and broaden voting rights to keep voting free, fair, and accessible for all citizens of the United States;
6. Actively oppose the targeted mass incarceration of people of color and urge our elected officials to enact sentencing laws that create an equitable judicial system;
7. Advocate for the existence of independent police oversight strategies that would increase accountability not only for the deaths of unarmed men, women and youth of color, but for unwarranted harassment and racial profiling; agitate to change the culture of policing by training law enforcement agents in the use of non-lethal tactics and methods of community interaction that safeguard life;
8. Create brave spaces for courageous conversations where all voices are heard and all are encouraged to commit to sit with discomfort, be authentic, and challenge themselves to be transformed;
9. Actively recruit and empower people of all races, cultures, and ethnic origins as leaders in our church, and ensure stronger institutional and financial support for staffing and governance responsibilities around anti-racism;
10. Establish and maintain a Racial Justice Advisory Board (RJAB) comprised of ASC and community members who have demonstrated experience and commitment to effectively addressing matters of race, ethnicity, racism and racial justice, as well as other qualified and committed individuals. RJAB members will guide and assist in developing recommendations, metrics and action plans to support Vestry and staff in implementing

the nine action points of the ASC Racial Justice Resolution and other action-related plans in order to become the Beloved Community. Members of the RJAB will reflect the current and emerging diversity of the parish and surrounding communities. This Board will report to the Vestry on a monthly basis.

Moral Imperative

All Saints Church acknowledges and is called to dismantle the racism and privilege that exists within our parish, our community, and worldwide. According to the Episcopal House of Bishops, racism is a radical affront to God both in the creation described in Genesis and in the reality of the Incarnation. Jesus came among us to bring an end to that which divides us: *“In Christ there is no longer Jew or Greek, there is no longer slave or free, there is no longer male or female.”* (Galatians 3:28).

In 1994, the Episcopal House of Bishops acknowledged the painful reality of the consequences of racial injustice in their pastoral letter, The Sin of Racism. The bishops stated that *“...the essence of racism is prejudice coupled with power. It is rooted in the sin of pride and exclusivity which assumes that I and my kind are superior to others and therefore deserve special kinds of privileges.”* General Convention Resolutions and Executive Council Resolutions have long established the Church’s commitment to the struggle to end this injustice, recognizing that the church must *“Focus on the oppression and discrimination of all people of color in the local context while always acknowledging the racism against African Americans and Native Americans as primary expressions of racism that must continue to be challenged and overcome.”*

It is within this context that All Saints Church Pasadena resolves to commit to the work of anti-racism by the use of education, advocacy and community engagement. It is our fervent prayer that the spirit of reconciliation begin with us and continue in the glory of God.

* **Allyship** is not an identity; it is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and groups of people¹. It is not self-defined; allies take direction from people of color, mostly on an individual basis, about how the would-be ally may be contributing to racial hierarchies, and how they might act differently, to interrupt instead of perpetuate those hierarchies².

¹ The Oppression Network. Retrieved from <https://theantioppressionnetwork.wordpress.com/allyship/> on February 1, 2016.

² Darcy, S. (2014, September 26). Two Models of Anti-Racist Struggle: Allyship and Self Emancipation [Web log post]. Retrieved from <http://publicautonomy.org/2014/09/26/allyship-v-self-emancipation> on February 1, 2016.