

St. John's Racial Justice & Equity Committee Charter

Approved by the Vestry

February 2023

Purpose¹

The Racial Justice and Equity Committee is established to build a shared vision of the “Beloved Community” within the parish and our broader community, to develop an action plan to work to achieve it and to support initiatives undertaken by church ministries, staff and members. We seek to foster a welcoming and inclusive congregation through sustained efforts to undo structures and practices of racism and white privilege first within the congregation but also in the broader community. To that end, the Committee will plan and coordinate dialogue and engaging activities that promote education of the congregation, self-reflection and assessment in all aspects of congregational life. Our efforts will seek to create a non-polarizing, honest, inclusive and safe environment for all people to learn and grow. By reflecting what the beloved community looks like, we will become an institution that is intentionally diverse and we will have a transformative influence in the community. We will work within the broader community to foster transformative change that will ensure peace and justice for all people, consistent with our commitment as Christians to respect the dignity of every person and to love our neighbor as ourselves.

Membership

All parishioners are welcome to join the Committee. Members of the committee will appoint a chair and co-chair, which will be confirmed by the Justice and Outreach Coordinating Committee (JOCC). The Vestry will also assign a liaison and a Former Warden as a committee member.

Reporting

The Committee will provide a monthly written report to the JOCC of its engagements in the prior month.

¹Adapted from a committee statement drafted by *Forest Hill Presbyterian Church*, in Forest Hill, Maryland.