

**UCC Missouri Mid-South Conference
St. Louis Association
Criteria for RJE Program Pre-Assessment**

The trainer/study-leader will ensure the program meets Missouri Mid-South Conference Standards and follows the [Cultural Diversity Resolution adopted at General Synod in June of 2017](#). Proposed Racial Justice and Equity workshops, book studies, and alternative Learning events that are not on the official recommended list are to be submitted by the clergy member to the Committee on Ministry for Ecclesiastical Oversight for review and pre-approval. Such programs will be expected to meet the following minimum criteria:

Duration: The training/s or workshop/s must involve a cumulative time commitment of no less than 4 hours, not including preparation time or advanced reading.

Participation: The training must include active participation – small group dialogue, presenting personal information or sharing personal histories or stories, reflecting on the content, etc.

Size: The training/s or workshop/s should have a minimum of five participants.

Facilitator: The training/s or workshop/s must be led by an individual or individual/s with expertise and formal education and/or training in racial justice work.

Additional considerations for pre-assessment include:

1. Does the program Involve some measure of self-reflective work; what are our biases and how did our biases form?
2. Does it include a focus upon relationships; interacting with people who are racially different than oneself and involve critically examining the quality of those relationships?
3. Does the program content or dialogue include a critical examination of systems and institutions – not just individual racism but systemic and institutional forces that uphold and perpetuate white supremacy?
4. Is the program theologically grounded? If not, are the core messages consistent with who we are as a denomination?