

Disciples Clergy Anti-Racism Continuing Education Requirements in the Christian Church (Disciples of Christ) of Greater Kansas City

Becoming a Pro-reconciling/Anti-racist church

From the [Four Priorities of the Christian Church Disciples of Christ](#)

This document, once approved by the Commission on Ordination and Standing will describe the current learning objectives and requirements for continuing education in anti-racism for Disciples clergy with standing in the Greater Kansas City Region. It will be reviewed and updated annually at the June meeting of the Commission on Ordination and Standing for standing requirements in the following year. This document will be posted at <https://www.kcdisciples.org/clergy.html> via the button: [Continuing Education for Standing](#).

The work of dismantling anti-racism and white privilege in the Church includes equipping leaders in trauma-informed collaboration, restorative justice, and community organizing.

Continuing education in these areas, harmonizing with the anti-racism curriculum vitae and servant-leadership context of each minister could be considered for fulfillment of continuing Anti-Racism education required every three years for renewal of clergy standing in the Christian Church (Disciples of Christ).

This is based on a belief that required continuing education for clergy can be:

- ***Meaningful – given the context and stage of ministerial career***
- ***Applicable – bringing valuable wisdom and resources to meet a need in one's ministerial setting***
- ***Inspiring – encouraging the spiritual growth and well-being of the minister and her/his ability to persevere in living and leading courageously as a disciple of Jesus in challenging times***

In clarifying desired outcomes (Learning Objectives), we hope to:

- ***Encourage clergy to own their responsibility and right to improve their leadership in the Church throughout their ministry careers***
- ***Identify as many ways possible for clergy to satisfy continuing education requirements***
- ***Plan to provide timely and affordable required continuing education opportunities in collaboration with our ecumenical and interfaith colleagues***

- ***More closely align with the mission priority of the Christian Church (Disciples of Christ) in the United States and Canada to become, truly, a Pro-reconciling/Anti-racist Church***

Definitions

Bias: a predisposition, conscious or subconscious to prefer or not prefer

Prejudice: preconceived opinion that is not based on reason or actual experience

Racism: “Racism = race prejudice + the misuse of power by systems and institutions”

(Barndt 2007, 59).

Learning Objectives

- **Personal**
 - Ministers demonstrate an awareness of the difference between prejudice, bias and racism
 - Ministers demonstrate awareness of and becoming better informed about their own implicit personal biases
(<https://implicit.harvard.edu/implicit/takeatest.html>)
 - Ministers demonstrate an awareness of and becoming better informed about their own prejudices
 - Ministers demonstrate an awareness of white privilege and its impacts on all people (including those who “benefit” from it)
 - Ministers demonstrate awareness of resources available to help them assess the influence of racism (including white privilege) on themselves
 - Ministers demonstrate awareness of systemic racism’s influence (including white privilege) in their families of origin and their current family systems
 - Ministers demonstrate awareness of resources available to help them modify the influence of racism (including white privilege) in their personal life
 - Ministers can articulate a current plan to address acts of overt racism (including acts rooted in the exercise of white privilege) that happen in their personal lives and/or in their presence (e.g. when they or someone close to them uses power and privilege to demean, disqualify, or hurt another person or group on the basis of race or ethnicity)
- **Professional**
 - Ministers are aware that becoming a pro-reconciling/anti-racist church is one of the four highest priorities of the Christian Church (Disciples of Christ)
 - Ministers can articulate the importance of trauma-informed collaboration

- Ministers can articulate an awareness of the influence of racism (including white privilege) throughout the history of the Christian Church (Disciples of Christ) up to the present time
 - Ministers demonstrate awareness of resources available to help them assess the influence of racism (including white privilege) in their ministry setting and in the communities that they serve
 - Ministers demonstrate awareness of resources available to help them modify the influence of racism (including white privilege) in their ministry setting and the communities they serve
 - Ministers articulate a plan to modify the presence and influence of racism (including white privilege) and to help people in their ministry setting to work faithfully and effectively for racial and economic equity
 - Ministers can articulate a current plan to address acts of overt racism (including white privilege) in their professional lives
- **CC(DOC) Leadership** (Objectives for those who advance the mission of the Church well beyond what duties in their local ministry settings or ministerial standing require in partnership with the whole Church)
 - Ministers become equipped to lead the work of becoming a pro-reconciling, anti-racist Church (e.g. become qualified to lead anti-racism workshops, serve on the Reconciliation Board of the Christian Church, chair a Regional Anti-Racism team, etc.)
 - Ministers regularly participate in the work of organizations identifying and mitigating the effects of systemic racism (including the perpetuation of white privilege) in communities, public education, legislation, etc.
 - Ministers articulate a plan to address systemic racism (including white privilege) in their committee, commission, board and/or constituency groups in which they participate