



Learning Objectives for Anti-Racism Continuing Education

Our intent to educate and equip clergy and lay leaders in our Region goes beyond merely informing people of the realities of systemic racism and white privilege. As part of our “movement for wholeness in a fragmented world” we take seriously the first of our denomination’s four priorities: to become a pro-reconciling/anti-racist church. That means, we do more than read, listen, and talk.

Although these learning objectives were originally approved by our Region’s Ordination and Standing Commission for clergy who will be required to have anti-racism training every three years to retain standing, our hope is that lay leaders in our congregations will also take these learning objectives to heart and take advantage of every opportunity to learn, to become better equipped, and to be part of a larger movement to transform and heal racism and eliminate any privilege accorded people simply on the basis of racist thinking about skin color or ethnicity. That will not happen overnight, but it must happen and we are all called to take a leadership role!

Given these objectives and our Disciples belief in the priesthood of all believers, we do not prescribe what training must be taken, rather, we count on the good faith, discernment, and holy obedience of all to take part in those learning and action opportunities that are meaningful and applicable to them individually and as members on a common mission, whatever their context.

*So, to the question that clergy will ask, **“What must I do to fulfill the requirement for anti-racism training between 2016 and 2019?”** the answer is, **choose and take part in a learning/teaching/leading experience that helps you to achieve those learning objectives that make the most sense to you, given your Spirit-induced individual and contextual priorities.***

The offerings listed on our Region’s ARPR web page have been carefully curated to help you meet some of the learning objectives listed below. Please feel free to invite others, including colleagues and neighbors from other faith communities. We usually get far more from learning experiences when we do that with others with whom we can have follow up conversations and engage in activity inspired by our learning experiences. If you have the gift of teaching or organizing, we encourage you to consider becoming a facilitator or organizer.

Here is a list of some learning objectives:

Awaken

Help Disciples clergy and lay leaders to become more clearly aware of:

- **Implicit Bias**
- **Privilege (granted or denied) on the basis of race**
- **Personal attitudes about race**
- **Personal behaviors influenced by attitudes about race**
- **Racism's cost to one's "soul"**
- **Discerning what God may be calling an individual to do in response**
- **Personal strengths and gifts for anti-racism work**
- **Personal "Why this matters a lot to me!"**

Inform

Equip Disciples to become better informed about:

- **History and evolution of racism**
- **History and evolution of white privilege**
- **Doctrine of Discovery**
- **Manifest Destiny**
- **Trauma and its cumulative effects**
- **Restorative Justice**

Engage

As Disciples become equipped and are led to respond:

- **Change the culture in our churches and church organizations and institutions**
- **Take part in networks that are making positive changes**
- **Develop new and different relationships of trust and mutual respect**
- **Collaborate with groups of people most affected by systemic racism**
- **Take part in anti-racism strategic planning groups**

Inspire/Encourage New Disciples who will also join in the work of anti-racism

- Continue to live as one inspired by God so as to help inspire faith in others
 - Take courageous action
 - Invite/equip/accompany others in this work
 - Practice radical hospitality
 - Preach prophetically
 - Build networks for growing this work inside your ministry context
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How may non-exempt clergy report compliance with this requirement for standing in 2020?

- If you are comfortable with using your personal online data page (also called Standing Renewal Form), go online and scroll over to the section marked:
 - Most Recent Anti-Racism/Pro-Reconciliation/Cultural Competency Training
 - Enter the date of completion (or, if ongoing, the start date)
 - Next, scroll down to the section
 - What are some of your most memorable continuing education or ministry experiences this year? (Share with colleagues recommendations for books, seminars, podcasts, videos, forums, events, etc.)
 - Describe the activity/workshop, etc.
 - If you have earned a certificate, written a reflection paper, or received good press coverage, please send that to us to place in your file. If you are comfortable doing so, give us permission to share your reflections with colleagues.
 - If you find it difficult to manage the online form you can:
 - Contact Jessica at 913.432.1414 for help on-line, or
 - Request by email or letter a mail-in paper annual standing renewal form
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Examples of activities that meet the requirement for continuing anti-racism education (a non-exhaustive list):

Since September 30, 2016:

- Any workshops offered by Disciples Reconciliation Ministry within or outside our Region
 - Our Region will be offering 1-day or 2-evening Reconciliation Ministry Workshops July-September
- Any anti-racism workshops offered as a part one's employment
- Any workshop in Trauma Informed care or collaboration with an anti-racism component **(WE WILL BE SHARING INFORMATION ABOUT A NEW OFFERING SOON!)**
- Participate in a Trauma-informed collaboration small group
- Workshops in Faith-based or Faith-rooted Community Organizing
- Teaching a course on any aspect of systemic racism in your ministry context or other setting
- Active participation in one this area's many community organizations engaged in work that acknowledges the influence of racism on community challenges they address
 - [MORE2](#)
 - [AIRR](#)
 - [IJAM](#)
 - [NAACP](#) KCMO
 - [NAACP](#) Johnson County
 - [MOVE](#) Collaborative
 - [Poor Peoples Campaign](#)
- Need more ideas? Go here: <https://www.kcdisciples.org/arpr.html> and look for the button with the latest updated MORE RESOURCES FOR ANTI-RACISM WORK on the [kcdisciples.org/arpr/](https://www.kcdisciples.org/arpr/) site.
- Have an idea? Share it with us! We'll included it in the next update

We are part of the movement for wholeness, becoming a pro-reconciling, anti-racist Church!