

Policy Regarding Anti-Racism

POLICY NAME: Policy regarding Anti-Racism	Date Approved: April 30, 2022
	Review date:
Purpose: The purpose of this policy is to ensure behavior compliant with The UCC's declaration to becoming an Anti-Racist Denomination of October 2020	

Preamble

This document outlines the East Central Ontario Regional Council's policy and best practices regarding respect for the dignity and worth of every person and a commitment to eliminating racism in the life and ministry of the East Central Ontario Regional Council. This includes all communities of faith and those leading and attending gatherings of clusters, networks, staff-led training, and partner events

Policy

It is the policy of East Central Ontario Regional Council to acknowledge that racism exists and further, to enact its obligation to principles of procedural fairness and justice as defined by Church and protected by the Human Rights Code of the Province of Ontario. The Regional Council acknowledge and reinforce that each person has the right to live, worship, receive services, and participate fully in an environment free of discrimination and harassment based on bias, bigotry or prejudice against a race or racialization of an individual or a group within Church and Canadian society. Racism will not be tolerated in ECORC and its member communities of faith. We are committed to eliminating racism.

Definitions and Understandings

The Institution/Structure

refers to The East Central Ontario Regional Council of The United Church of Canada.

Race

shall include: race, ancestry, place of origin, colour, ethnic origin, citizenship and religions, in accordance with The United Church of Canada's Anti-Racism Statement and the prohibited grounds of Ontario's Human Rights Code.

Racism

is alive in Church and Society; we begin by acknowledging that racism exists. It is a learned behaviour based on fear and ignorance of the unknown and personalized perceptions and assumptions. Racism can be blatant, subtle, hidden or internalized and is often denied. It can be practiced culturally, environmentally, structurally, and institutionalized

Impact of Racism

It is our understanding that Racism will destroy the fabric of our pluralistic, multicultural society we live in, if it remains unchallenged and it is not stopped. ECORC faces its obligation to principles of procedural fairness, and Justice as defined by Church and protected by the Human Rights Code of the Province of Ontario.

To strengthen Church and Community awareness of the existence of racism in all its forms, in Ontario, in order that we can eliminate it; and

To provide a model through behaviour and education, thereby creating the framework for all United Church of Canada members and adherents to work together in achieving the Strategic Directions of this Policy.

ECORC Commits to

- recognize racist attitudes and behaviours at all levels of the organization
- recognize attitudes, language, humour that encourages racism
- confront denial and micro aggressions in appropriate ways
- address the issues of Anti-Racism and implicit bias at all levels of ECORC life (Regional Council, Teams/Forums, Communities of Faith, etc.)
- unlearn racism
- unite against racism
- eliminate racism
- Admit to and address the lack of knowledge of Canadian and Newcomer religious and cultural diversity

Implementation

The cost of the following ECORC anti-racism training will be covered with a line item in the ECORC yearly budget.

- a. All licenced lay worship leaders serving communities of faith within ECORC be required as part of their training to take a United Church of Canada provided anti-racism course (an anti-racism course provided by The United Church of Canada or the ECORC) prior to their licensing, and
- b. That all leaders serving on the East Central Ontario Regional Council governing body be mandated to attend a United Church of Canada provided anti-racism course (an anti-racism course provided by The United Church of Canada or the ECORC), within 6 months of their election and
- c. That all leaders serving on the governing body of a community of faith as well as all committee and board chairs be strongly urged to attend a United Church of Canada provided anti-racism course (an anti-racism course provided by The United Church of Canada or the ECORC) within 6 months of their election.