

Report ID
Mission and Vision Leadership Motion 1

San Francisco Presbytery
Antiracism Policy

Micah 6:8 – What does the Lord require of you, but to do justice, to love kindness, and to walk humbly with God.

Facing Racism: A Vision of the Intercultural Community, the Presbytery of San Francisco antiracism policy, affirms that “racism is the opposite of what God intends for humanity. ... [it] is a lie about our fellow human beings, for it says that some are less than others.” Racism is a system of racial prejudice exerted by those in power — institutionally and individually, consciously and unconsciously — that is deeply ingrained in the history of the United States. It benefits in particular white people in the dominant culture while disadvantaging and oppressing people of color.

We as a presbytery are part of an institution founded and historically run by white people. We must come to terms with those numbers and their implications for the work we do, and the audiences we reach. We are undeniably implicated in the entrenched legacies of systemic racism and white supremacy that continue to shape the United States and our Presbytery.

The church is mandated in facing racism to embrace antiracism as a major part of our corporate identity. To this end, we state unequivocally that racism and all forms of discrimination and marginalization are sins against humanity and God, inconsistent with our Christian and corporate values and unacceptable within our agencies and entities. We understand that our presbytery must unlearn and undo existing racist values and structures that persist despite our expressed values and intentions if we are to create an antiracist church where all persons are treated with respect, all gifts are valued and encouraged, and diversity is a gift to be valued.

We recognize the strides we have made, even as we acknowledge there is more work to do. As we strive to be an antiracist presbytery, we commit but are not limited to the following:

- Repenting of the role we collectively and individually have played and continue to play in creating and maintaining white supremacy and systemic racism.
- Providing antiracism and cultural humility training for employees and volunteers as directed by the church wide antiracism policy.
- Developing and implementing practices and strategies to disrupt and dismantle systemic racism and oppression in the presbytery, church and the world.
- Striving for racial equity in recruitment, hiring, and retention of employees.
- Expanding our use of diverse suppliers as directed by General Assembly actions.
- Managing presbytery investments in ways that increase our witness to racial justice and equity among our congregations and communities.

- Taking steps of reparation and restorative action in response to disparities of wealth created and sustained by white supremacy to be consistent with the T-CARE final report recommendations.
- Working in partnership with congregations and communities in their antiracism ministry-efforts.
- Acting courageously and creatively against police brutality, voter suppression, educational and healthcare inequity, and other acts and practices of systemic racism on federal, state, county and local levels; and
- putting into practice General Assembly directives to build an intercultural church where justice and equity prevail.

We acknowledge that this work will not be easy. But, as our church wide antiracism policy affirms: “Because of our biblical understanding of who God is and what God intends for humanity, the PC(USA) must stand against, speak against, and work against racism. Antiracist effort is not optional for Christians. It is an essential aspect of Christian discipleship, without which we fail to proclaim the Good News of Jesus Christ.”

While this statement is our collective commitment to equity and inclusion, each church and congregation will implement these commitments according to their respective cultural contexts.