

**GA-1328**  
**(Operational, Policy and Organizational)**

**THE REMOVAL OF ANY RACIST LANGUAGE IN THE GOVERNING DOCUMENTS  
OF THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST) IN THE UNITED STATES  
AND CANADA**

**WHEREAS**, the General Assembly of the Christian Church (Disciples of Christ) has agreed that systemic racism is sinful and by participating in American culture has been and is guilty of systemic racism (Resolutions 6919, 0731, 0121, Report 0113); and

**WHEREAS**, the Christian Church (Disciples of Christ) approved the pro-reconciliation/anti-racism initiative as a mission priority of the 20/20 Vision during the 2001 General Assembly; and

**WHEREAS**, becoming pro-reconciling and anti-racist requires an organization to look for and remove any racist language in its governing documents, such as the Articles of Incorporation, the Constitution and By-laws; and in the case of the Christian Church (Disciples of Christ), *The Design*, the Merger Agreements, and the Special Rules and Standing Rules of the General Assembly;

**THEREFORE, BE IT RESOLVED**, that a task force of five to seven persons be formed by the General Minister and President to look for and recommend to the General Board the removal of racist language in the governing documents of the Christian Church (Disciples of Christ); and

**BE IT FURTHER RESOLVED**, that the members of this task force be racially inclusive and that all members should have completed at least application training, the three day training that teaches participants how to apply their education in systemic racism to their organizations by developing a strategy to begin to eradicate systemic racism in those organizations; and

**FINALLY, BE IT RESOLVED** that the pro-reconciliation/anti-racism teams of general ministries and regions be encouraged to review the governing documents of their respective ministries.

Woodland Christian Church  
Heights Christian Church

Christian Church in Ohio Anti-Racism/Pro-Reconciliation Commission

## **Background**

### Definition of systemic racism:

Systemic racism is racial prejudice plus institutional power. Systemic racism involves policies, practices, and procedures of institutions that have a disproportionately negative effect on a racial group's access to quality goods, services, and opportunities. It creates a value system that ends up embedded in a society that supports and allows racial discrimination. Systemic racism leads to different consequences for different groups. Systems, policies, laws and organizations are incorporated to maintain unequal differences among different racial groups. The effect of systemic racism is to create advantages for whites and disadvantage and oppression for people of color<sup>1</sup>.

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<sup>1</sup>[racialequitytools.org](http://racialequitytools.org), [academic.udayton.edu/race/2008electionandracism/raceandracism/racism02.hym](http://academic.udayton.edu/race/2008electionandracism/raceandracism/racism02.hym)