

# KBC Deacons Racial Equity Focus

*Last update Oct. 4, 2020*

## **Vision:**

Make racial equity a part of our Knollwood DNA as much as any social or missional position, not just a free standing initiative.

## **Current goal:**

Continue to become educated about racial issues and support racial equity through action

## **Continued education of KBC congregation:**

Scope (learning outcomes): In this church year and ongoing, KBC members will be able to discuss and learn about these topics:

- What is racial equity, systemic racism, white privilege, and anti-racism?
- Biblical foundations of racial equity and anti-racism
- How to dismantle systemic racism as a church and as a Christian

## **Organization:**

- Overseen by the DEC (Deaconate Executive Council), various KBC committees and teams (Faith Formation & Education, All God's Children, the diaconate, and others) will collaborate on an ongoing educational plan.
- By May 2021, representatives from the collaborating committees and teams will meet to review and assess the educational and action program, and begin discussing plans for 2021-22.

## **Possible outputs to be pursued by KBC committees and teams:**

- Sharing resources (books, videos, articles, blog posts, etc.)
- Providing Wednesday night programming
- Providing a multi-week Sunday School curriculum or hosting a Sunday School series with everyone invited; make such programming ongoing
- Supporting the existing book studies and other ongoing learning activities
- Developing a shared view and understanding of systemic racism, what racial equity is, and how KBC can collectively work toward racial equity.

## **Continued action:**

### Scope:

- Developing and deepening our congregational relationships with communities of color
- Continued funding of mission partners serving underserved groups, especially those with minority leadership and high minority representation
- Promoting existing service opportunities and coordinating additional ones

### Organization:

- Overseen by the DEC, various KBC committees and teams (Mission Affiliation and Allocation, All God's Children, Missional Support, the diaconate, and others) will collaborate on an ongoing action plan
- By May 2021, representatives from the collaborating committees and teams will meet to review and assess the educational and action program, and begin discussing plans for 2021-22.

### **Possible** outputs to be pursued by KBC committees and teams:

- Stating KBC's commitment to and action on racial equity on the web site.
- Working with and developing relationships with existing and new community organizations, faith communities, and other groups involved with racial equity
- Supporting MAAC's discussions and funding of racial equity-related needs and organizations
- Funding for ongoing training and community advocacy, including scholarships for one or more KBC members and community friends to attend REI trainings
- Collaborating with All God's Children and Missional Support on recruiting KBC volunteers to provide racial equity-related service

### **Year-end assessment and recording of accomplishments** (overseen by the DEC):

1. For the church's annual report, ask each relevant committee and team to write how it supported racial equity efforts in the last 12 months
2. Update the "Racial Equity Work Already Done at KBC" list and post that list where the congregation can find it
3. Highlight church giving (MAAC budget) toward racial equity work
4. In consultation with the deacons, the DEC assesses the plan, process, and our progress, and then updates this document as needed.