



REQUIREMENT FOR MINISTERIAL STANDING, PACIFIC NORTHWEST CONFERENCE United Church of Christ

In support of the General Synod Resolution and the PNC's Anti Racism Vote, the Committee on Ministry is including a **Diversity, Equity, Inclusion and Belonging (DEIB) training requirement for all Authorized and Lay Ministers** (parish, specialized, retired, dual standing, privilege of call) to maintain Standing in the PNC UCC. DEIB trainings are designed to help create an environment where "all" community members feel supported, able to grow, thrive and advance.

Training to meet this requirement must be completed by the end of 2026, with certificate of completion sent to the PNC office, to maintain Standing. Subsequent DEIB trainings are required every three years (as is Boundary Training). **The first DEIB training is required to be an anti racism training which may be taken with one of these three options:** (There is a preference for in person trainings.)

1. The People's Institute for Survival and Beyond: Undoing Racism Community Organizing Workshop (via Zoom and in person, \$350, 3 days, <https://pinwseattle.org/#>)
2. Convergence: Anti Racism Training for Clergy & Leaders (via Zoom, \$75, self-paced, <https://convergencecolab.org/p/anti-racism-training>)

If one of these trainings has been taken in the past 24 months, a certificate confirming the training can be sent to the PNC office to receive credit for this requirement. Ministers may seek approval from their COM chair (East or West) for other trainings they believe satisfy this requirement.

Subsequent trainings may include other areas of intersectionality with anti-racism work, such as gender and sexuality, indigenous relations, physical and mental disabilities.

Background:

In 2017 the Thirty-First General Synod of the United Church of Christ passed a Resolution calling upon all judicatory settings to include the study of cultural diversity and institutional racism for all persons in Authorized Ministry within the UCC.

In 2021 the Pacific Northwest Conference UCC voted to be an Anti-Racist Conference, in response to the PNC UCC's Board of Directors priority (June 16, 2020) of dismantling racism while expanding our understanding and awareness of the impact of racism and other intersectional oppressions such as classism, homophobia/homophobia, transphobia, and misogyny, using an anti-racist lens in our work.