

## ***Presbytery of Western Kentucky***

### ***Antiracism Policy***

#### **I. Introduction**

The Presbytery of Western Kentucky (PWKY) affirms the call of the Presbyterian Church (U.S.A.) to confront and dismantle racism in all its forms. We declare that racism is a sin, incompatible with the teachings of Jesus Christ, and we commit ourselves to actively engage in the work of racial equity, justice, and reconciliation. In doing so, we seek to embody God's call to love our neighbors as ourselves and to act justly, love mercy, and walk humbly with our God (Micah 6:8).

#### **II. Biblical and Theological Foundations**

Scripture affirms that all people are created in the image of God (Genesis 1:27) and are equally beloved of God, irrespective of race or ethnicity (Galatians 3:26-28). The Confession of 1967 and the Belhar Confession further declare that God's reconciling love breaks down every form of discrimination, including racial and ethnic oppression. The Presbyterian Church (U.S.A.) has declared unequivocally that racism is a sin against humanity and God, opposing God's intentions for the church and the world.

#### **III. Purpose**

The purpose of this policy is to provide a comprehensive framework for PWKY to dismantle racism within its structures, ministries, and member congregations. This policy aligns with the mandate in the PC(USA) Book of Order, Section G-3.0106, which requires all councils to adopt and implement an antiracism policy.

#### **IV. Definitions**

1. *Racism*: A system of power and privilege rooted in historical and contemporary policies, practices, and behaviors that advantage one group of people over another based on race.
2. *Individual Racism*: Personal beliefs and actions that perpetuate racial prejudice against individuals or groups.
3. *Institutional Racism*: Policies and practices within organizations that result in disparate outcomes for different racial groups.
4. *Structural Racism*: A system of interlocking policies, practices, and cultural norms that perpetuate racial inequity across society.

#### **V. Our Commitment**

## A. Training and Education

1. All teaching elders, ruling elders, commissioned ruling elders, presbytery staff, and committee leaders shall complete antiracism training every 36 months.
2. Congregations are strongly encouraged to participate in antiracism training and engage with educational materials provided by the presbytery and the PC(USA).

## B. Leadership and Accountability

1. The PWKY Oversight Commission shall monitor and enforce the implementation of this policy, provide educational opportunities, and ensure compliance.
2. Leaders are expected to exemplify antiracist behaviors, actively addressing instances of racism and promoting inclusive practices.

## C. Communication

1. The Presbytery shall publicly affirm its commitment to dismantling racism in all forms, aligning with the PC(USA)'s call to foster inclusivity and equity.
2. Public statements and communications will reflect this commitment, emphasizing the dignity and worth of all people as created in God's image.

## VI. Reporting

Anyone who believes they have experienced or witnessed racism is encouraged to report the matter promptly. Reports may be made to:

- The Presbyter(s)
- The Stated Clerk
- The Moderator of the Committee on Ministry
- The Moderator of the Permanent Judicial Commission
- Any trusted presbytery officer or committee member

Reports will be taken seriously and handled with confidentiality, pastoral sensitivity, and procedural fairness.

Upon receiving a report, the Presbytery will:

1. Conduct a timely, thorough investigation.
2. Involve the appropriate committees and officers in accordance with the Book of Order and presbytery policies.
3. Take corrective or disciplinary action where necessary, up to and including termination or initiation of a disciplinary process under Church Discipline in the Book of Order.

The Presbytery will not tolerate retaliation against anyone making a good-faith report of racism or participating in an investigation.

**VII. Commitment to Reconciliation**

When acts of racism occur, the Church is called not only to justice but also to repentance and reconciliation. Following the guidance of Matthew 18:15–20, restorative responses may be pursued alongside disciplinary procedures, seeking healing for individuals and the community.

**VIII. Review and Distribution**

This policy shall be reviewed every three years and updated as necessary. It will be distributed to all employees, teaching elders, committee members, and made available on the Presbytery website and Manual of Operations. All individuals to whom this policy applies shall sign a written acknowledgement indicating their agreement, which shall remain in effect during their time of membership, employment, or volunteer service in the Presbytery.

**IX. Acknowledgement**

All individuals to whom this policy applies shall sign a written acknowledgement indicating their agreement, which shall remain in effect during their time of membership, employment, or volunteer service in the Presbytery.

I, \_\_\_\_\_ (print name), have read this policy and agree to abide by its provisions as it applies to my particular ministry situation.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date