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The image for Racial Justice represents United Methodist Women and the Women's Division's commitment to work for racial justice. It symbolizes a world of racially and



ethnically diverse peoples working together side-by-side to create a world in which every person has a voice, rights and opportunity for abundant life.

Within the image are two hands joined together to work for justice for all God's children.

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RESOURCES

1. The Holy Bible
2. The Book of Discipline,
Par 164 (H) Criminal and Restorative Justice
Par 165 (A) Nations and Cultures
Par 166 Our Social Creed
3. The Book of Resolutions
#62 Support Reparations for African Americans p 191
#72 Affirming the Use of Diverse Languages in the United States and Opposing a Constitutional Amendment Making English an Official Language p 210
#81 The Church's Response to Ethnic and Religious Conflict p 223
4. Charter for Racial Justice
5. Resources for Racial Justice

UMW Conference Charter for Racial Justice Committee

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CHARTER FOR RACIAL JUSTICE



WESTERN NORTH CAROLINA UNITED METHODIST WOMEN

Deuteronomy 15:7-8
Matthew 25:31-46
Luke 14:12-14

What is racism?

Racism is the use of power for maintaining Privilege and systematic discrimination through institutions and structure of society in order:

To deny access to education, employment, housing, social services, and other rights and benefits of society either by law or by custom; and

To perpetuate, solidify and guarantee the economic, political and social power of one group over other groups.

Racism can be easy to see or hidden -- intentional or unintentional. Its' impact is measured by it's effects not by personal motivations. Racism combines with other identity issues such as gender, economic status or national origin to multiply its' effects.

Where do we find racism?

Racism may be present in many circumstances:

At the individual level, you may feel fear, rage, distress, blocked;

At the interpersonal level, you may experience relationships of destructive conflict or exploitation;

At the institutional level, some groups tend to be barred from certain decision-making positions or levels;

At the cultural level, when one group sets the "norm" for everyone, and when the values we pursue reflect a rejection of differences and diversity.

Where does racism come from?

In the 21st century, Christians living in the United States are heirs to the legacy of racism. This is a legacy of racism by the white European majority toward peoples of color within the United States and from other parts of the world. It is a history stemming from the earliest days of the nation to this very moment. For white Americans there is the legacy of white privilege and for persons of color there is a memory of discrimination and prejudice.

Today, the realities of globalization breed economic insecurity for all and manifest structural racism that thrives by deepening the tensions and competition between communities of color, but results in more benefits for the powerful. In a global context, racism is at work everywhere.

Living the Charter

Racial Justice is a biblical issue – Read Exodus 1: 8-14. How were the Egyptians and the Israelites each “raced”? Who are the “Egyptians” and who are the “Israelites” in the United States today?

Racial Justice is a leadership issue – Who are the leaders in United Methodist Women? When and how are leadership and power shared across lines of race, ethnicity, language, and class? Make institutional changes that build relationships of mutuality rather than charity.

Racial Justice is a community issue – Assess changes in your community, state, and nation. Where are racial/ethnic tensions arising? Make standing up for racial justice a regular part of your spiritual practice.

Racial Justice is a public-policy issue – Learn about laws that limit the rights of immigrants, racial/ethnic minorities, and poor to public education, social services, and jobs. Join with others to exercise your political power to ensure equal and basic rights for all.

Please use this material to develop programs on Racial Justice in your district and local unit! This material was taken from [Charter for Racial Justice](#), a publication of United Methodist Women.