

Proposed Synod Anti-Racism Initiatives for 2021-2022

Submitted by R.A.R.E. – March 20, 2021

The following proposed initiatives are offered by R.A.R.E. in response to the Synod Council's Motion 5 on November 21, 2020:

“To affirm the work of the Nebraska Synod RARE (Racial Awareness, Reconciliation, and Engagement) Team; and to initiate work with the RARE Team to develop goals for the Nebraska Synod and the Nebraska Synod Council to aid in increasing the Synod's awareness of racism and related issues, and in guiding Synod action toward becoming a more inclusive church.”

1. Redesign Synod Council/committees nomination/recruiting process to eliminate bias and barriers to POC and youth/young adult participants.
 - a. R.A.R.E. will work with Synod leadership to reconstruct nomination process from the ground up -- including working with Synod Staff and Nominating Committee Chair to make suggestions to revise/streamline nomination form (i.e. create basic nomination form; revise existing “nomination form” so that it is a streamlined application for nominee to complete and submit).
2. Create and launch coordinated Call for Nominations communications/education campaign in January 2022.
 - a. R.A.R.E. will create promotional video explaining purpose/importance of nominating committee and Synod Council; churches will be asked to share short video during Sunday service between January and when nominations are due.
 - b. R.A.R.E. will work with Synod staff to create website and email campaign to communication Call for Nominations.
 - i. See example from Southwest CA Synod:
<https://www.socalsynod.org/synod-leadership/>.
3. Establish a Diversity and Inclusivity Committee to increase accountability regarding progress toward reaching Synod's diversity and inclusivity goals (†S6.04, †S6.04.01 and †S6.04.02).
 - a. R.A.R.E. could serve in this capacity as one of our roles OR we could create a separate committee.
 - b. Propose to clearly outline diversity and inclusivity goals at 2021 Synod Assembly. (10% POC/persons whose primary language is other than English, 10% youth/young adults etc. as stated in †S6.04, †S6.04.01 and †S6.04.02).

Committee will track data and, beginning at 2022 Synod Assembly, data will be reported.

4. Establish diversity and inclusivity training for rostered ministers and church staff.