

RESOLUTION TITLE

Expanding Our Commitment to Antiracist Conference Camp Programs and Outdoor Ministries

Submitted on September 2, 2020 by the Justice and Witness Team and the Camp ReVisioning Task Force, Northern California Nevada Conference, United Church of Christ.

SUMMARY

This resolution invites the Northern California Nevada Conference of the United Church of Christ (NCNC-UCC) to understand the history of racial discrimination within our Camp programs and Outdoor Ministries – the implicit and explicit racial biases of Camp access, promotion, leadership, administration, and participation. It also seeks to put into place strategies to combat this history of racial bias in a number of ways, including building relationships, allocating resources, and empowering leadership within communities that have been historically underrepresented.

BIBLICAL, THEOLOGICAL, HISTORICAL and ETHICAL GROUNDING

Forget the former things; do not dwell on the past. See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland. - Isaiah 43:18-19 (NRSV)

WHEREAS God, Our Creator, calls the NCNC-UCC, as an entity both rich in tradition and dedicated to encouraging new ideas, to forget the former things that are not in service of creating equity for all, and to be open to the new things God is doing and calling us to do to make a way toward becoming a diverse and inclusive community that engages the gifts of everyone in our Conference across the entire spectrum of experiences and identities;

*How could anyone ever tell you you were anything less than beautiful?
How could anyone ever tell you you were less than whole?
How could anyone fail to notice that your loving is a miracle?
How deeply you're connected to my soul. - Libby Roderick*

WHEREAS the United Church of Christ has committed to provide extravagant welcome to all God's children, "no matter who you are or where you are on life's journey," providing a critical alternative witness to the segregation, discrimination and devaluing that shape our society;

WHEREAS the NCNC-UCC is a diverse community accountable to upholding its Multiracial and Multicultural Diversity Policy, and Camp programs are a vital ministry of the Conference;

WHEREAS Camp programs are in covenant with the Conference's commitment to be "Open and Affirming" (O&A), "Multiracial and Multicultural" (M&M), and "Accessible to All" (A2A); and the statement "to all" is a simple but powerful phrase, demonstrating our commitment to inclusion that works to create beloved communities and a more just world;

WHEREAS there is no place like Camp for campers and staff alike to live life to the fullest, experience the diverse beauty and wonder of creation, and build meaningful relationships; and throughout the years, many people have contributed a great deal of time and effort to make Camp programs a place for positive, lasting personal and social change that empowers young people to reach their full potential, improve individual and community well-being, and commit to compassionate action in our world;

WHEREAS despite our best efforts and intentions, participation in and leadership of Camp programs has not reflected the diversity of our Conference, and, like all aspects of our society, Camp programming has been pervaded by the cultural norms of white supremacy;

MOTION

THEREFORE, be it resolved that we call on Camp Staff and Camp Committees to ensure that at least 33% of all participants in Camp Programs come from under-represented minority groups by 2025 using data collected from participants as part of their registration, and prioritize SDQTBPOC (Sick, Disabled, Queer, Trans, Black, Indigenous, People of Color) in allocation of resources and efforts towards accessibility using targeted scholarships and outreach programs.

BE IT FURTHER RESOLVED that we call on the Conference to provide scholarships to under-represented minorities. We further call on Camp Staff and Camp Committees to develop systems of transportation that create greater access to camps, and form cohorts that foster supportive relationships among peers of under-represented youth.

BE IT FURTHER RESOLVED that we call on Camp Staff and Camp Committees to utilize and create Camp curricula that challenge a culture of normative whiteness and draw upon the wisdom and resilience of diverse communities, cultivating partnerships with collaborators who expand the experiences and understandings that we draw on and share the Conference mission and values.

BE IT RESOLVED that we call on Conference Ministers, Camp Staff and Camp Committees to ensure that at least 50% of paid and volunteer staff positions be held by members of under-represented minority groups by 2025 and prioritize SDQTBPOC in hiring for Camp staff positions.

BE IT FURTHER RESOLVED that the Conference provide resources and support for a diverse staff by enabling their participation in the six national Employee Resource Groups of the United Church of Christ, which offer opportunities to contribute, learn, network and share experiences as they progress in their careers.

BE IT FURTHER RESOLVED that Camp Professional Staff be subject to the same requirements as Authorized Ministers with regards to completing 6 hours of antiracism/racial justice training and boundary training every 3 years and 1 hour of antiracism/racial justice training in intervening years, which will be tracked via the Conference database.

BE IT FURTHER RESOLVED that we call on Conference Ministers, Camp Staff and Camp Committees to provide anti-bias training for all Camp volunteer leaders (counselors, chaplains, directors, nurses, etc.) so that they can develop anti-oppression skills and practices and build key competencies to welcome, engage, serve and advocate for all segments of society.

BE IT RESOLVED that we call on Conference Ministers, Camp Staff and Camp Committees to seek out and prioritize minority-owned and -operated contractors, suppliers, vendors, and service providers for our Outdoor Ministries.

CONTACT PERSONS

Rev. Davena Jones, Associate Conference Minister to Outdoor Ministries, NCNC
davena@nncucc.org

Rev. Lacey Hunter, Justice and Witness Team Lead, NCNC
pastorlacey@uccseb.org