

**Dismantling Racism Continuing Education Update
to Commission on Reconciliation
May 13, 2021**

Beginning in the Fall of 2021, the Presbytery's Dismantling Racism Team (DRT) will share new opportunities for members, staff and leaders in the Presbytery to meet their continuing education requirements under the Dismantling Racism Training policy. Learning and working to dismantle racism can happen in many ways. In addition to organizing our own events, there are a number of Presbyterian offices and other faith-based organizations offering excellent conferences, workshops and other opportunities that are consistent with the Presbytery's goals.

The DRT, therefore, will offer 2 ways for Teaching Elders, staff and other Presbytery leaders, **who have completed** the first Dismantling Racism Training, to meet the continuing education requirement. The DRT will use a 10-point scale to assign Continuing Education Units, with 10 units needed every 3 years. Like CEUs in other professions, the amount of credit for a given activity will depend upon the time and investment put into the activity.

1. DRT will organize at least one training/program per year. The DRT will assign credits for all of the events it organizes and promotes.
2. Individuals can also submit a proposed course or activity for evaluation by the DRT to meet their individual goals.

Here are the educational opportunities that the DRT is currently planning:

- Dismantling Racism Part-2 Workshop and Support for Pastors & Congregational Leaders (Organized by DRT into 2 sessions) - 10 credits – delve more deeply into specific skills and resources for the work of dismantling racism within your congregation. Participants will be asked to present work they are doing in their own context. The workshop will take place in two sessions to allow time for reflection and practice.
- Dismantling Racism Affinity Group Meetings for People of Color Only (3 meetings minimum organized by DRT) - 10 Credits. DRT members are in the early planning stages for this facilitated group experience for African American pastors and congregational leaders.

Examples of activities offered by other groups that can be arranged individually:

- NEXT Church Anti-Racism Clergy Coaching (credits to be assigned) - <https://nextchurch.net/antiracism-work/antiracism-coaches-and-facilitators/>
- The Center 4-part training "Antiracist Community Engagement" for congregations (credits to be assigned) - This series is an introduction to how churches can engage responsibly in their communities, with a particular focus on antiracist practices. Cost \$600 for the series. <https://www.thecenterbaltimore.org/learn>

- PCUSA 4-part “Trouble the Water” (credits to be assigned) - a documentary series resource produced by the Presbyterian Church (U.S.A.) for communities and congregations to facilitate conversation and engagement around the issues of race and racism. We hope this series can be a resource to listen to one another, have difficult but honest conversations, and collectively work together to disrupt systemic racism. Accompanying curricula will apply learning from the films to specific functions in PCUSA life. A preview of the study can be found at:
<https://equip.pcusa.org/course/view.php?id=318>

Excerpt from the Presbytery’s Dismantling Racism policy:

The Presbytery foundational training is both didactic and experiential to incorporate the following elements and concepts:

- *A theological grounding for this work*
- *Our local Maryland and Baltimore history, including Presbyterian church history*
- *Core concepts of institutionalized racism and its manifestation at the individual level*
- *An awareness of the impact of church policies and decisions on people of color*
- *Tools and strategies to develop anti-racist behavior and culture within our church life*

Dismantling Racism is an on-going commitment in which members of the Presbytery and other designated individuals complete at least one day of training (or its equivalent) every three years.

The Dismantling Racism Team is responsible for providing a foundational anti-racism training at least annually for those who are new to the Presbytery. In subsequent years, participants may choose from several options approved by the Dismantling Racism Team to meet this requirement, including both educational events and experiential learning through community engagement.