



COLLIER
—CENTRED—
with God • in Barrie • on You

Collier Street United Church Statement and Action Plan on Anti-Racism

Our church is a nurturing faith community where diversity and inclusion are welcomed and celebrated in our worship and work in Barrie, and the world. Collier stands with and supports all racialized peoples and communities; together, we say that racism and discrimination will not be tolerated.

*We will engage in actions that dismantle the system of racism,
as all people are created in the image of God.*

Racism is how systems, policies, actions, and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others.

Our Values are grounded in “Community, Love, Transformation, Inclusion, and Hope”:

- We are a creative community of care and compassion.
- We honour and will celebrate unique identities of race, culture, and ethnicity.
- We are a space of belonging and will work hard to create a safe space for all people.
- We will treat everyone with respect, as we connect with honesty and openness, building genuine relationships.
- We value the lived experiences of people who identify as racialized.
- We will journey to become a healthy, intercultural community where all gifts are shared, encouraged, and nurtured, and shortcomings are given the benefit of the doubt.

Our Outlook and Actions are deliberate in building Connection and Community:

- We desire to be a space that listens with an openness to understand, and to be transformed by the lived experiences of racialized people through awareness and education.
- We will be proactive and curious, actively challenging the injustice of racism, through the spiritual lens of advocacy.
- We are committed to an equitable co-creation, in partnership [mutually sharing] with racialized people, through worship, employment, and volunteerism.
- We believe that all racialized groups should be able to enjoy a community free from judgement (e.g. microaggression), and violence through equality and opportunity of involvement that bring healing and hope.
- As a living declaration, this statement and action plan is a blueprint for our Collier Street United Church community. Therefore, we will act with accountability in the work of ongoing change, and new learnings, as we “let go” of old learnings through governance and programs.
- We will actively seek to be anti-racist partners, by purposefully working for justice and peace.

We love, see, and respect each other!

Race and racism have played a significant role in the organization of Canada since European colonization began in the 1600's. The First Nations, Métis and Inuit Peoples, have borne the brunt of European colonization and have a unique experience of racism. The process of colonization and slavery, and the beliefs underpinning it, continue to shape our society today and impact the Black community in Canada in various ways.

Racism adapts and changes over time, and can impact different communities in different ways, with racism towards different groups intensifying in different historical moments. An example of this is the spike in racism towards Chinese, Korean, Southeast Asian, and Black people during the COVID-19 pandemic.

Racism includes all the laws, policies, ideologies, and barriers that prevent people from experiencing justice, dignity, and equity because of their racial identity. It can come in the form of harassment, abuse or humiliation, violence or intimidating behaviour. However, racism also exists in systems and institutions that operate in ways that lead to inequity and injustice.

Our Vision:

Our dream is to be a community with open hearts, open minds and open will as we become:

stronger through various styles of worship;

deeper through discipleship;

warmer through unconditional welcome, fellowship

richer through radical inclusion;

broader through ministry to all ages and stages of life; and

larger through intentionally inviting others on this journey of faith.

Our Core Values:

Connection, Community, Creativity, Inclusion, Love, Hope, and Transformation.

RACISM.

IT STOPS

WITH ME

June 2023