



2021 Position Overview for Members of the Commission on Anti-Racism and Equity (CARE)

CARE's Charge

Given the history of the Presbytery of Chicago and the need for racial and justice work, CARE is charged to thoroughly, intentionally, and continuously assist the Presbytery of Chicago to root out and dismantle the evils of racism and white supremacy embedded in our structures and assist the presbytery to become a model for an inclusive, anti-racist, multicultural community free of all types of bias. CARE will be the Committee on Representation (COR) for the presbytery; therefore, this work will include all COR responsibilities.

A twenty year vision for the Presbytery of Chicago:

A multiracial, multigenerational, antiracist institution that consciously exposes, acknowledges and dismantles systems of oppression through antiracist practices.

Diverse and inclusive decision making bodies at all levels that thrive by sharing power and seeking representation for all marginalized communities in accountable relationships.

Resilient communities that claim the hope of our living God to interrupt white supremacy on the journey toward unity.

CARE Strategic Directions for the Presbytery of Chicago:

Building the capacity of CARE to lead the work of antiracism, inclusion, representation and participation in the Presbytery.

Increasing representation and participation of people of color and marginalized communities through the work of inclusion, representation and participation (Committee on Representation).

Building accountable relationships with communities, congregations and fellowships of people of color within the Presbytery.

Engaging Presbytery leadership in antiracist understanding and analysis of our Presbytery.

Equipping congregations with shared antiracist understanding and analysis, and the work of inclusion, representation and participation, to strengthen congregational vitality and mission

CARE Team Member Expectations:

Collaborate creatively, honestly and courageously with the diverse group of people on the Commission to move toward the goal of racial justice and equity in the Presbytery of Chicago, including its churches, commissions, committees, work groups and task forces.

Participate in all CARE team meetings and related activities including sub committees, work teams, training, retreats, book studies and identity caucuses. Currently, monthly CARE team



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meetings are held the first Tuesday of each month. At a minimum the CARE team member should attend 60% of all activities.

Lead and facilitate educational events and sub committees as appropriate to the CARE Team.

Explore personal complicity with racism and white privilege within institutions and systems in which you participate, including the Chicago Presbytery, the PCUSA, your local church and beyond deeply and honestly.

Connect with racial equity and social justice networks for the benefit of the Chicago Presbytery.

Serve as a champion and visible advocate for race equity and social justice in the Chicago Presbytery.

Desired Qualities:

Commitment to anti-racism and equity work, and to cultivating authentic partnerships across lines of race and identity.

Initiative, optimism, enthusiasm, creativity, dependability, and independence.

Equipped with the knowledge, training or prior experience in the areas of diversity, inclusion, race equity and social justice from an institutional, structural and/or systemic view.

Actively contribute to complex problem solving and ongoing analysis of bias, racial and social justice issues in the Chicago Presbytery.

Strong public speaking, communication, conflict resolution, and relationship building highly desired.

Community organizing, program management, volunteer management, leadership development, facilitation, and group process would be helpful, but not required.

Reporting body: Presbytery Assembly

Benefits: Financial assistance for volunteering (i.e., parking, childcare, etc.)