

A Journey Toward Racial Justice

1. Vital Conversations

The vision of vital conversations calls us to engage one another in conversations about racism, cultural diversity and institutional injustice in ways that are candid, respectful, holy and transformational.

The Center for Missional Outreach will initiate and model such conversations throughout the North Texas Conference. The Cabinet will then gather and share learnings from these conversations to help grow a movement that honors all people.

The Center for Leadership Development and Board of Laity will equip clergy and laity (particularly white people) to lead and speak on this issue in our churches and communities.

2. Intercultural Competence

The vision of intercultural competence calls us to cultivate leaders with the skills and awareness to make disciples across cultures so that the North Texas Conference will be more diverse and better reflect our mission field.

The NTC Commission on Religion and Race and the Center for Leadership Development will deploy training and resources to help United Methodists build self-awareness, openness to and appreciation for other realities and experiences, and bridge-building relationship skills.

3. Institutional Equity

The vision of institutional equity calls us to build systems, policies and processes in the North Texas Conference that level the playing field for all people.

The Center for Missional Outreach and Center for Leadership Development will provide on-boarding and on-going training for all members of the Cabinet, Board of Ordained Ministry, District Committees on Ordained Ministry and conference staff.

The Cabinet will purposefully identify, discuss, challenge and correct any remnants of racism and instances of inequity we uncover in the North Texas Conference. This will involve a critical look at programming, staffing, budgetary priorities and the overall leadership ecosystem.

The Cabinet will strive for equity in opportunity and compensation for clergy of color.

The Center for Church Development will provide additional resources to churches primarily serving people of color as well as organize cross-cultural evangelism trainings.

The NTC Commission on Religion and Race will intentionally measure progress and hold the Cabinet accountable for promoting and sustaining institutional equity in the North Texas Conference.