

## APPENDIX: TERMS OF REFERENCE

### Anti-Racism Common Table Work (6-8 members)

We are seeking up to 8 members—Indigenous, racialized, and White—with lived experience and/or a background with anti-racism and justice work. They will offer feedback, advice, and suggestions for concrete ways for The United Church of Canada to live out its National Anti-Racism Action Plan as well as to further deepen the United Church's commitment to becoming an anti-racist denomination.

#### Mandate

The Anti-Racism Common Table Work will envision ways for The United Church of Canada to continue to live into its anti-racism commitments. The Anti-Racism Common Table is a [committee that has previously existed](#) (2021-2025); however, the mandate for this committee has now been re-imagined and further updated.

The group is guided by the United Church's [National Anti-Racism Action Plan](#), as well as staff work-plans that are detailed in the church's overall Strategic Plan. This group's work will also include engagement [Toward 2035](#), and supporting communities of faith in furthering their engagement in anti-racist ministries. The focus of this group is not necessarily on detailed or specific local anti-racism activities; rather, the focus of the group is primarily on big-picture thinking and continuing shaping the denomination's commitment to becoming an anti-racist church.

Anti-Racism Common Table members may:

- offer feedback on existing and emerging anti-racism programs, processes, policies, resources, and/or educational curriculum
- assess the availability of current anti-racism resources, and consider the development of additional educational resources, as needed
- reflect on [Toward 2035](#) and consider additional ways of supporting congregations who are intentionally working towards becoming more multi-racial,
- communicate and share information about the church's national anti-racism work and initiatives.

The work of the Anti-Racism Common Table is guided by:

- the United Church's [anti-racism policy](#), *That All May Be One* (2000)
- intercultural policies (2006, Intercultural Ministries: [A Process of Church-Wide Transformation](#), 2009, Intercultural Ministries: [Living into Transformation](#), 2012; the [Vision for Becoming an Intercultural Church](#), 2012)
- the [United Nations Declaration on the Rights of Indigenous Peoples](#) (2016)
- the Caretakers [Calls to the Church](#) (2017), and
- the [commitment to becoming an anti-racist denomination](#) (2020).

The Anti-Racism Common Table is accountable to the Executive of General Council (GCE), and it will offer the GCE updates on its ongoing work.

#### Membership

The Anti-Racism Common Table will have an overall membership of up to 8 people (not

including staff) who reflect the broad diversity of The United Church of Canada, with particular attention to its equity commitments and the presence of both lay people and ministry personnel from across the geography of the church. Ideally some of the members will be past participants in the United Church's Indigenous and Racialized Youth program.

The membership of the Anti-Racism Common Table will be as follows:

- Up to 4 members appointed by the Executive of General Council (GCE)
- Up to 2 members appointed by the National Indigenous Organization
- Up to 2 members appointed by the General Secretary.

The Anti-Racism and Equity Lead will be the staff resource to the Anti-Racism Common Table.

### **Skills and Experience**

We are seeking people who have experience with anti-racism work, intercultural engagement, or Indigenous justice, whether through volunteering, employment, education, and/or lived experience. Members will have good communication, animation, or analytical skills and have strong skills in interpersonal relations, group conflict resolution, understandings of racial trauma, and working in the midst of cultural diversity.

All Anti-Racism Common Table members will be active participants in a United Church community of faith or ministry who are:

- passionately committed to the calling of the United Church and willing to discern God's yearnings for this work
- predisposed to collaboration and teamwork
- able to listen and discern
- committed to right relations, the Caretakers [Calls to the Church](#), the principles of the [United Nations Declaration on the Rights of Indigenous Peoples](#), the [vision of becoming an intercultural church](#), and the journey to [becoming an anti-racist denomination](#)
- comfortable with and able to participate in electronic meetings
- able to commit the time required for this responsibility.

The United Church is committed to working toward the full participation of people with disabilities; youth and young adults; people who identify as Two Spirit or LGBTQIA+, Indigenous, racialized, or francophone; people active in French ministries; people with disabilities; people who speak a primary language other than English or French; and people from communities who have been historically excluded who are not named here. This is a part of the United Church's commitments to equity and self-determination, as well as eliminating barriers and working toward the full participation of all people. Individuals with these identities and lived experiences are particularly encouraged to express interest.

### **Expectations and Term**

The Anti-Racism Common Table hopes to have its first meeting in-person in the late spring of 2026. After that time, the Anti-Racism Common Table would generally meet 3-4 times per year, online.

Additional online meetings may be scheduled depending on the needs and work of the whole group. Members are expected to attend meetings regularly. If members are not able to be at meetings, it is expected that they communicate this clearly and catch up on relevant missed work and conversation via the meeting minutes.

The Anti-Racism Common Table may form task groups from time to time that would focus on specific duties; membership for these task groups might include members outside the Common Table.

The term of this appointment is until the rise of the 46th General Council in the summer of 2028 with the possibility of reappointment for a second three-year term.