



ANTI-RACISM POLICY

Approved February 11, 2025

Scriptural Foundation

“As many of you were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male or female; for all of you are one in Christ Jesus. And if you belong to Christ, then you are Abraham’s offspring, heirs according to the promise.” (Galatians 3:27–29)

Statement of Purpose

Manitowoc Cooperative Ministry is committed to fostering the beloved community that reflects the love and inclusivity modeled by Jesus Christ. We believe in the inherent dignity of every individual, created in the image of God, and we reject all forms of racism and discrimination.

Anti-racism is the proactive effort to identify, challenge, and eliminate racism, echoing the biblical teaching that all humanity is made in God's image and that the Church is one in Christ Jesus. Anti-racism aims to promote racial equity and inclusion by addressing individual biases and systemic inequalities, in Church and culture. This policy outlines our commitment to anti-racism and sets guidelines for promoting a respectful and inclusive community, in compliance with relevant Wisconsin laws.

Principles

1. *Biblical Equality:* We affirm the biblical truth that every person is created in the image of God (Genesis 1:26-27). Therefore, we reject any form of racism or discriminatory action, conduct, or speech that undermines, marginalizes, or denigrates individuals based on their race, color, ethnicity, or national origin. All members, visitors, employees, contractors, and volunteers are expected to adhere to this policy and contribute to maintaining a racism-free environment.
2. *Love and Compassion:* We commit to loving our neighbors as ourselves (Mark 12:31), seeking to understand and empathize with those who may have different experiences and backgrounds. Discrimination based on race, color, ethnicity, or national origin is strictly prohibited within Manitowoc Cooperative Ministry. This includes verbal, physical, or written conduct that creates an offensive, hostile, or intimidating environment.
3. *Inclusivity:* We strive to create an environment that welcomes people of all races, ethnicities, and cultures. Our goal is to reflect the diversity of the body of Christ (1 Corinthians 12:12-13) in our worship, education, prayer, leadership, fellowship, and outreach.
4. *Accountability:* We are committed to addressing any incidents of racism within our church community promptly and justly. Complaints about racial harassment will be taken seriously and promptly investigated. Appropriate steps will be taken to address the issue, which may involve disciplinary action, reconciliation, and efforts to promote understanding and unity as addressed in the policies and procedures of the Manitowoc Cooperative Ministry.