

## 02-020 RECOMMENDATION

**The Disparities Experienced by Black Women and Girls Task Force recommends that the 224th General Assembly (2020) approve the following:**

1. Direct the Presbyterian Mission Agency (PMA) to create educational resources for congregations to learn and interrupt practices and policies that perpetuate the adultification of black girls and criminalization of adolescent behavior, seeking the advice and input of the Advocacy Committee for Women's Concerns (ACWC).
2. Direct the PMA, Office of the General Assembly, Presbyterian Foundation, Board of Pensions, Presbyterian Investment and Loan Program, Inc., and the Presbyterian Publishing Corporation to invest in training and in identifying trained antiracism facilitators who will provide a geographically accessible and affordable network for congregations and mid councils, and intentionally include gender and gender identity focused on black women and girls in antiracism and gender justice trainings.
3. Direct the PMA to
  - a. engage in the work of eradicating systemic violence against black women and girls in its work throughout all ministry areas;
  - b. create educational opportunities at denominational gatherings centered on systemic violence as it relates to black women and girls, seeking the advice and input of ACWC;
  - c. create opportunities for LGBTQIA+ identified black clergy to come together for fellowship, education, and mutual support for the work of ministry with a specific focus on trans black church leadership, recognizing that the PC(USA) does not currently have an ordained or installed openly black trans minister of Word and Sacrament;
  - d. offer support and grants for congregations working with black queer/trans organizations and engaging in work/programming directly addressing the needs of the LGBTQIA+ community;
  - e. provide resources for making gendered groups safe, spirit-filled places for black queer and trans women;
  - f. direct the PMA to join with nonprofit organizations, like Sister Reach (<https://www.sisterreach.org/>), to
    - (1) provide grants for a core group of Presbyterians from different congregations in various regions in the church to receive sex education and curriculum and inclusive reproductive justice training in order to share information with their local congregations, and
    - (2) support legislation that actively protects black queer and trans women/girls and speak out against legislation that harms this community.
4. Direct the Presbyterian Publishing Corporation to
  - a. develop theology and worship resources for educating congregations in Rites of Passage and a primer/introduction to black women and other women of color, including biblical and theological studies for lay people (reference the works of Dr. Katie Geneva Cannon);

- b. become proactive in finding black women writers to develop theology, worship, and homiletics books and resources;
  - c. provide resources for awareness and sensitivity around intersections of race/gender/sexual orientation.
5. Direct Research Services in the PC(USA) to conduct a survey of Presbyterian black women, including black clergywomen, about their experiences within the denomination and hold regional focus groups with black clergywomen conducted by trusted, notable, black women facilitators, consulting with gender and racial justice staff in the PMA.
  6. Direct the Board of Pensions to create opportunities for black clergywomen to come together for fellowship, education, and mutual support, potentially in its CREDO program.
  7. Direct the PMA to continue and to increase its mission engagement efforts and appeals for Presbyterians to
    - a. support the Dr. Katie Geneva Cannon Scholarship Fund for the purpose of scholarships specifically for women of color to pursue educational studies, including doctoral studies; and
    - b. increase support for the Legal Defense Fund in the Office of Gender & Racial Justice for the purpose of supporting black women in achieving racial justice and legal defense.
  8. Direct the PMA to continue providing scholarships and financial aid for Master of Divinity students and start providing scholarships for Doctor of Philosophy and Theology students to increase the number of black Presbyterian women scholars.
  9. Acknowledge that the work done in this area is being done by the office with the smallest budget (Office of Gender & Racial Justice in Racial Equity & Women's Ministries in the PMA). Direct the PMA to increase budget support and equity for the Racial Equity & Women's Ministries area in the PMA.
  10. Acknowledge the current work being done to end Cash Bail by the Office of the General Assembly, Stated Clerk Dr. J. Herbert Nelson, II, and the Office of Public Witness. Support legislation efforts to end Cash Bail.
  11. Acknowledge and celebrate items that the General Assembly of the PC(USA) has passed, which provides for the full inclusion of the LGBTQIA+, including the affirmation of the trans community.