

## **Report from the Committee on Representation and Diversity (CoRD)**

### **To the Presbytery of the Miami Valley – May 2025 Stated Meeting**

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Role: Co-chairs, Committee on Representation and Diversity (CoRD)

#### **Overview of Work (since February 2025)**

The Committee on Representation and Diversity (CoRD) of the Presbytery of the Miami Valley has remained committed to its core mandate of fostering equity, inclusion, and active representation across all dimensions of presbytery life. In alignment with the PC(USA)'s constitutional commitment to “full participation and representation in the decision-making life of the church” (Book of Order, F-1.0403), CoRD has engaged in several initiatives aimed at evaluating current needs, advising leadership, and proposing policies to better embody this call.

#### **1. Drafting an Anti-Racism Policy for the Presbytery**

CoRD has initiated the development of a comprehensive Anti-Racism Policy for the Presbytery of the Miami Valley. Drawing from denominational best practices and informed by local experiences, this policy aims to provide both vision and practical tools for cultivating anti-racist commitments within congregational and presbytery-level leadership. A working draft is in progress and further consultation is expected in the months ahead.

#### **2. Communication with Pastors and Clerks of Session**

As part of its ongoing efforts to promote equity and inclusion, CoRD distributed a pastoral letter in April 2025 to all pastors and clerks of session across the Presbytery of the Miami Valley. The purpose of this letter was to introduce the newly appointed Co-Chairs and members of CoRD, and to initiate a process of mutual engagement and collaboration with local congregations regarding matters of representation and diversity.

The letter reaffirmed the PC(USA)'s directive that all councils, including sessions, adopt and implement anti-racism policies as outlined in the 2023–2025 Book of Order (G-3.0106). It referenced communications already sent by the Stated Clerk on December 11, 2024, and encouraged church leaders to review those materials and begin, or continue, discerning local actions.

Additionally, the letter invited churches to share their concerns, experiences, and hopes around inclusion, diversity, and representation. CoRD requested responses by June 20, 2025, to help shape the committee's strategy and support offerings for the remainder of the year.

This initial outreach reflects CoRD's commitment to transparency, relational engagement, and its role as a supportive body within the presbytery structure. The committee looks

forward to hearing from congregations and integrating their insights into the ongoing discernment of how best to live out the Gospel call to justice and equity in our common life.

**Appreciation**

CoRD extends its gratitude to all members of the presbytery who have engaged in these conversations with humility, hope, and courage. We are especially thankful for the leadership and openness of the Leadership Council and for the anticipated collaboration of our sibling committees.

We continue to pray for the Spirit's guidance as we seek to become a more inclusive, just, and faithful presbytery in witness to the Gospel.