



Working to End Systemic Racism

Resolution adopted by the LCUSA National Board on January 21, 2022

Whereas: Originating with the vision and guidance of St. Vincent DePaul in France in 1617 and founded in 1857 in the United States, the Ladies of Charity in the United States (LCUSA) have been committed to loving and assisting people living in poverty.

Whereas: In the 21st century, we seek ways to continue the mission of St. Vincent de Paul and St. Louise de Marillac, reweaving the fabric of society by partnering with poor people and others in works of charity and justice.

Whereas: We extend our efforts beyond serving the immediate needs of the poor. With targeted attacks and civil disruption against people who differ racially, ethnically or culturally from the aggressors, we, the members of LCUSA, stand united against systemic racism. We continue to strive to work for systemic change solutions and we advocate for legislation and recognition of justice and human dignity.

Be it Resolved that:

Embracing the diversity of our membership and encouraging that diversity to flourish, we call on our members to recognize the historical, imbedded practices that lead to systemic racism. Recognizing the injustices directed toward racial, ethnic and cultural differences of people, LCUSA offers these action steps, drawn from the USCCB statement [“Open Wide Our Hearts”](#)¹, a pastoral letter written in November 2018. In support of the USCCB position LCUSA will:

- **Continue and encourage others to Work for Justice** - Nationally, taking concrete action should include advocating for equality in how laws are

implemented and advocating for moral budgets that reduce barriers to economic well-being, appropriate healthcare, education, and training. Locally, including in our own parishes, practical plans should be made to provide further opportunities for qualified candidates who historically have been excluded, such as through hiring and contracting practices. It also means providing necessary support to families, seniors, and ex-offenders.

•**Continue and encourage others to be Open to Encounter and New Relationships** - To work at ending racism, we need to engage the world and encounter others. This demands that we go beyond ourselves, opening our minds and hearts to value and respect the experiences of those who have been harmed by the evil of racism. It also requires us to invite a change of heart in those who may be dismissive of other's experiences or whose hearts may be hardened by prejudice or racism.

•**Continue to Educate Ourselves and others** - Foster community, encourage dialogue, and reconciliation. These encounters will help open our minds and hearts more fully and continue the healing needed in our communities and our nation. By listening to one another's experiences, we can come to understand and to empathize, which leads to those right relationships that unite us.

St. Vincent DePaul knew that to achieve social equality and justice for all, it would take effort and that effort would have to be long term. He was always concerned about including those who found themselves excluded by society, by the economy, by the church and by any human system. Through acts of humility, simplicity and charity LCUSA is committed to doing what is required in our nation and in our communities, to positively impact those that are suffering from poverty and excluded from society.

¹ Open Wide Our Hearts

<https://www.usccb.org/issues-and-action/human-life-and-dignity/racism/upload/open-wide-our-hearts.pdf#:~:text=United%20States%20Conference%20of%20Catholic%20Bishops%20The%20document,has%20been%20authorized%20for%20publication%20by%20the%20undersigned>