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*“Bringing people together to serve humanity”*

## **The National Black Church Initiative Anti-Discrimination Policy**

The National Black Church Initiative is an equal opportunity employer. NBCI will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee, vendors, subcontractors or job applicant on the bases of race, creed, color, national origin, sex or sexual orientation.

## **The National Black Church Initiative Anti-Harassment Policy**

The National Black Church Initiative is committed in all areas to providing a work environment that is free from harassment. Harassment based upon an individual's sex, race, ethnicity, national origin, age, religion, or any other legally protected characteristics will not be tolerated. All employees, vendors, subcontractors including supervisors and other management personnel, are expected and required to abide by this policy. No person will be adversely affected in employment with the employer as a result of bringing complaints of unlawful harassment.

### **Policy Statement**

1. This policy applies to all employees (including contractors) and to non-employees who bully or harass others on company time or property.
2. NBCI will not tolerate harassment of any kind. A confirmed complaint of harassment will result in disciplinary action, up to and including termination.

3. This policy will be distributed to all current employees and posted in a prominent location in the workplace. The policy will also be distributed to new employees during orientation.
4. Individuals that report bullying or harassment in good faith are protected from retaliation by NBCI or any employee of the company. Retaliation includes but is not limited to employee discipline, discharge, further acts of discrimination, or other adverse actions when those acts are intended to punish an employee for reporting harassment, opposing discrimination, or filing or assisting with a complaint to local, state, or federal antidiscrimination agencies.
5. NBCI will promptly investigate complaints of bullying, harassment, or retaliation. Such investigations will be fair and impartial. All employees of NBCI are required to cooperate with investigations of workplace bullying, harassment, or retaliation.

## Definitions

Bullying is verbal or physical conduct that seeks to harm, intimidate, or coerce another person. Bullying is not necessarily based on a person's membership in a protected category like race, sex, age, or disability, among others.

Harassment is persistent and unwelcome conduct because of any of the bases protected by law (race, sex, sexual orientation age, disability, etc.). Harassment exists whenever.

- Submission to harassing conduct is made, either explicitly or implicitly, a term or condition of an individual's employment,
- Submission to or rejection of such conduct is used as the basis for an employment decision affecting an individual.
- The conduct interferes with an employee's work or creates an intimidating, hostile or offensive work environment.

Sexual harassment is one type of harassment and includes unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature. Unwelcome verbal or physical conduct of a sexual nature includes the repeated making of unsolicited, inappropriate gestures or comments and the display of sexual materials not necessary for our work.

## Recognizing Harassment

It is impossible to list every type of behavior that can be considered bullying or harassment in violation of this policy. In general, any conduct that could interfere with an individual's work performance or create a hostile work environment is forbidden. This is the case even if the offending employee did not mean to be offensive – employees must be sensitive to the feelings of others. Even mild offensive conduct can be considered bullying or harassment if someone has made it clear that it is unwelcome. Some examples include:

Verbal: Jokes, insults, and innuendoes; threats; degrading sexual remarks; whistling; cat calls; comments on a person's body or sex life; or pressures for sexual favors; participating in derogatory or insulting gossip.

Non-Verbal: Intimidating or confrontational body language; gestures, staring, touching, hugging, or patting; blocking a person's movement; standing too close; brushing against a person's body; display of sexually suggestive or degrading pictures; racist or other derogatory cartoons or drawings.

### Employee Responsibilities

Employees who experience, witness or suspect bullying or harassing behavior must report the behavior to their direct supervisor, or to another supervisor or human resources if their direct supervisor is involved in the bullying or harassment. Employees that feel comfortable directly intervening in situations where they perceive bullying or harassment are encouraged to do so.

### Supervisor Responsibilities

Supervisors and managers who receive a complaint of bullying or harassment, who observe such behavior, or suspect that such behavior is occurring have a duty to investigate the behavior and address it as necessary, or to report such suspected harassment to NBCI general counsel.

In addition to being subject to discipline if they engage in harassing conduct, supervisors and managers are subject to discipline for failing to report suspected harassment or otherwise knowingly allowing harassment to continue, or for engaging in retaliation or failing to report retaliatory acts.

### Complaint and Investigation of Harassment

NBCI takes all reports of harassment seriously. NBC will promptly and thoroughly investigate any complaint, information, or knowledge of harassment. The investigation will be as confidential as possible. All persons involved, including complainants, witnesses, and alleged perpetrators may be required to cooperate in an investigation, will receive fair and impartial treatment, and will not be subject to retaliation for information disclosed to NBCI.

NBCI will take any interim actions necessary to protect complainants from further acts of bullying, harassment, or retaliation during the investigation. NBCI may review documents, interview employees, or take whatever investigatory steps it deems necessary to determine whether harassment occurred.

NBCI will notify the complainant of the outcome of the investigation, although NBCI may decline to reveal specific disciplinary actions taken where there are confidentiality issues with such disclosures.

Please contact NBCI general counsel to report any incident concerning these policies.

# National Black Church Initiative Announces Inclusive Faith Educational Initiative

*National Black Church Initiative to Collaborate with CME Outfitters on Educational Initiative Embracing LGBTQIA+ Voices!*

WASHINGTON, DC, UNITED STATES, October 18, 2023 /EINPresswire.com/ -- The National Black Church Initiative (NBCI), a coalition of 150,000 African American and Latino churches that constitute 27.7 million churchgoers, today announced its extended collaboration with CME Outfitters (CMEO), a leading accredited provider of continuing medical education (CME/CE), to provide allyship, education and resources on bias, inequality, stigma, misinformation and more to the 27.7 million African Americans and Latinos that NBCI churches represent. This collaboration is a continuation of an NBCI-CMEO partnership established last year to supply critical wellness information to NBCI members, congregants, churches and the public to address health inequities, improve health literacy, and amplify the voice of the patient, particularly in marginalized and under-served communities.

"The National Black Church Initiative is committed to supporting members of the LGBTQIA+ community and its allies. We are focused on ensuring we are inclusive, unconditional, and non-discriminatory towards all members of our community. Our collaboration with CME Outfitters will supply education and resources to not only NBCI's 150,000 constituents and members – which include over 17,500 healthcare professionals - but also an estimated 27.7 million members of the African American and Latino communities," said Reverend Anthony Evans, President of NBCI.



Rev Anthony Evans



Dr. Kashemi D. Rorie, PhD Chief Scientific Officer, CME Outifitters



NBCI is committed to supporting members of the LGBTQIA+ community and its allies. We are focused on ensuring we are inclusive, unconditional and non-discriminatory towards all members of our community”

*Rev Anthony Evans, President,  
National Black Church  
Initiative*

“NBCI’s focus and commitment to stand in solidarity with – and embrace - the LGBTQIA+ community and its allies is a testament to its focus on supporting an inclusive community,” said Kashemi Rorie, PhD, Chief Scientific Officer of CMEO. “At CME Outfitters, we are dedicated to our mission to supply education that impacts healthcare delivery and improves patient outcomes. Our collaboration with NBCI underscores that mission.”

[View a video overview](#) of how NBCI is fostering inclusive faith as well as select resources in an [accompanying pdf document](#).

## ABOUT NBCI

The National Black Church Initiative (NBCI) is a coalition of 150,000 African American and Latino churches working to eradicate racial disparities in healthcare, technology, education, housing, and all of its members, congregants, churches and the public. The mission of NBCI is to provide critical wellness information to all of its members, congregants, churches and the public. The National Black Church Initiative's methodology is utilizing faith and sound health science and critical wellness information to science and partners with major organizations and officials reduce racial disparities in the variety of areas cited above. NBCI's programs are governed by credible statistical analysis, science-based strategies and techniques, and methods that work and offer faith-based, out-of-the-box and cutting-edge solutions to stubborn economic and social issues.

### About CME Outfitters

CME Outfitters has provided continuing education to healthcare professionals and patients alike since 2002. While improving patient outcomes with evidence-based education has always been at the heart of its mission, CMEO began working a number of years ago to address racial, ethnic, gender, and age diversity through the education it provides. A nationwide initiative to educate healthcare providers on unconscious bias and disparities in care was launched in 2021 and is at the heart of CMEO’s purpose-driven mission. In July of 2020, CME Outfitters became part of KnowFully Learning Group. [Visit https://www.cmeoutfitters.com](https://www.cmeoutfitters.com) for education and resources on diversity and inclusion and a wide range of therapeutic areas.

### About KnowFully

KnowFully Learning Group supplies continuing professional education, exam preparation courses, and education resources to the accounting, finance, and healthcare sectors. KnowFully's suite of learning solutions helps learners become credentialed, satisfy required credit hours to maintain credentials, and stay informed on the latest trends and critical changes in their industries over the course of their careers. The company also supplies exam preparation and

continuing education for accounting, finance, and tax professionals under the Surgent Education brand. KnowFully's healthcare education brands include CME Outfitters, CE Concepts, PharmCon, The Rx Consultant, ChiroCredit, IA Med, Psychotherapy.net, and American Fitness Professionals & Associates. For more information, please visit [www.knowfully.com](http://www.knowfully.com).

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# Fostering Inclusive Faith: Embracing LGBTQ+ Voices in Our Community

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# NBCI Supports LGBTQ+ Community

Rev. Evans' leadership among his 150,000 churches has led to **greater dialogue, spiritual growth, and social justice** in both the LGBTQ+ community and the Black Church, not only in acceptance of their rights and recognition of who they want to be – their true selves – and their Humanity, but also the richness of the LGBTQ+ community's contribution to all Humanity and to the Black Church.

**Kelley Robinson** is the ninth president of the **Human Rights Campaign (HRC)**



# NBCI Supports LGBTQ+ Community

*Rev. Evans is leading in the finest tradition of the Black Church by reaffirming God loves all his children, Gay or Straight*

“The **National Black Church Initiative** (NBCI), a coalition of 150,000 churches representing 27.7 million African Americans would like to express our moral outrage that state legislatures across the country are systematically targeting and harassing our gay brothers and sisters. We **express our support and solidarity with the Human Rights Campaign (HRC) State of Emergency.**”

**Rev. Anthony Evans, President**

June 9, 2023



# What is Bias?

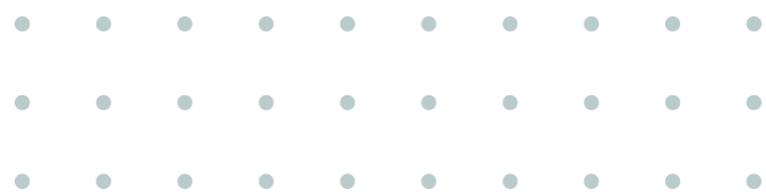
- We all have **biases**
- Having a preference or making **unfair judgments** about someone **based on** things like their **race, gender, sexuality,** or **other differences**
- To create a fair and inclusive environment, **it is important to recognize our biases** and try to overcome them by treating everyone with respect and giving everyone an equal chance



# Reverend Raphael Warnock is a proud ally of the LGBTQ+ community

As a civil rights advocate, he firmly believes that our nation's commitment to equality is sacred and immutable, and that there's no such thing as "equal rights for some."

Reverend Warnock is a cosponsor of the Equality Act, which would protect members of the LGBTQ+ community from housing, financial, and employment discrimination; advocate for gender-inclusive policies and resources to help at-risk LGBTQ+ youth who face higher risks of homelessness and other challenges; and push to ban discriminatory federal practices that stop trans people from serving in our armed forces.



# NBCI Supports LGBTQ+ Community

Rev. Anthony Evans was the only national religious leader and one of the first to send letters to the Church of England, the Vatican, and the Russian Orthodox Church asking for assistance in the release of Brittney Griner

**EINPRESSWIRE**

**Rev. Evans of NBCI Sends a Letter to the Russian Orthodox Church and to the Vatican to Help Free Brittney Griner**

WASHINGTON, DISTRICT OF COLUMBIA, UNITED STATES, May 14, 2022 /EINPresswire.com/ – Washington DC – The National Black Church Initiative (NBCI), a coalition of 150,000 African American and Latino churches representing 27.7 million members sends a letter to the Russian Orthodox Church and to the Vatican to help free Brittney Griner. NBCI is determined to use the full force of 150,000 Black churches to get her back home.



Rev. Anthony Evans, President of NBCI

An African American female, Ms. Brittney Griner, is being detained within Russia. The Russian government is alleging they found vaping cartridges that contained oil from cannabis in her luggage at an airport near Moscow. Since February 2022, Ms. Griner has continued to remain in the custody of Russia with no end of her release in sight. To that end, NBCI has reached out to the Head of the Russian Orthodox Church to offer support for the release of Ms. Griner. Friends and family of Ms. Griner have reached out to NBCI for assistance toward her safe release.

Rev. Evans, President of NBCI said, "Ms. Griner is an innocent pawn in a complicated international chess game in the war between Russia and the West. Ms. Griner is being used as a bargaining chip because of the sanctions imported on Russia the light of war in Ukraine. To that end, normal diplomacy will not work here because of the political and economic anger that exists between the West and Russia. I would submit the only tool to be used on the international stage is the diplomacy of Jesus the Christ's church to intervene on behalf of this child of God who has become innocent victim in the tangled web of power and control. It is my hope that Russia will graciously pursue the opportunity to support the release of Ms. Brittney Griner which, in return, may help to end the war in accordance with the ethics of Jesus the Christ."



# Inclusion is *not* Conditional



- Rev. Frederick Haynes III – Newly Elected President of PUSH**
- The Huffington Post reports a Black church leader in Dallas is coming out in support of President Obama's stance on gay marriage.
  - **Rev. Frederick Haynes III**, senior pastor at Friendship-West Baptist Church, explained to members of his congregation that the president has an obligation to uphold the law as defined in the U.S. Constitution.
  - Rev. Haynes went on to ask members of his congregation why they were so angry over gay marriage and stated that Jesus never says a word about gay marriage in the Bible.



# Inclusion is *not* Conditional



“There are no doubt people who are same-gender-loving and occupy prominent places in the body of Christ. For the clergy to hide from true dialogue with quick dismissive claims devised from poor biblical scholarship is as sinful as unthoughtful acceptance of a theological position.

When we make biblical claims without sound interpretation, we run the risk of adopting a doctrinal position of deep conviction but devoid of love. Deep faith may resonate in our position, but it is the ethic of love that forces us to prayerfully reexamine our position.”



*The Rev. Dr. Otis Moss, III is the Pastor of Trinity United Church of Christ in Chicago, Illinois. During an address to his church, Pastor Moss read a letter he had sent to a fellow clergyman who took issue with the President’s support of gay marriage.*





# Inclusion is *not* Conditional

- **Everyone is included**, no matter who they are, where they come from, or how they are different
- **Diversity** is embraced, with the goal of **making everyone feel like they belong**
- Every person is **treated fairly** and **given the same opportunities**
- **Inclusion is for everyone, unconditionally**





# National **State of Emergency** for LGBTQ+ Americans

"We have officially declared a state of emergency for LGBTQ+ people in the United States for the first time following an **unprecedented and dangerous spike in anti-LGBTQ+ legislative assaults** sweeping state houses this year.

More than **75 anti-LGBTQ+ bills** have been signed into law this year alone, more than doubling last year's number, which was previously the worst year on record. Our community is in danger, but we won't stop fighting back — **not now, not ever.**"



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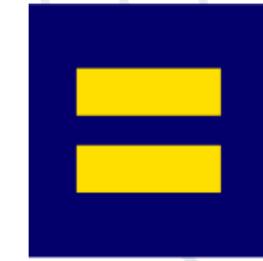
# There is No Such Thing as Passive Discrimination



- **Discrimination** means treating certain groups or people unfairly, which leads to **unequal treatment** or **disadvantages** for them
- Exclusion is a type of discrimination, and **negative beliefs** about the LGBTQ+ community **cause real harm**
- Allowing discrimination to continue without taking action hides the real problems and keeps unfair treatment going



# Resources – General



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[Glossary of Terms](#)

[LGBTQ+ Pride Flags](#)

[Why We Ask Each Other Our Pronouns](#)

[Get the Facts on Gender-Affirming Care](#)

[End Racial and Religious Profiling Act](#)

[Know Your Healthcare Rights](#)

[The Equality Act](#)



# Resources – Inequality



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[Understanding Disability in the LGBTQ+ Community](#)

[Understanding Poverty in the LGBTQ+ Community](#)

[Fatal Violence Against the Transgender and Gender Non-Conforming Community in 2023](#)

[Seven Things About Transgender People That You Didn't Know](#)

[The Impact of COVID-19 on LGBTQ Communities of Color](#)

[The Economic Impact of COVID-19 on Black LGBTQ People](#)

[The Economic Impact of COVID-19 on Latinx LGBTQ People](#)



# Resources – Youth

[Facts About LGBTQ Youth Suicide](#)

[Preventing Suicide](#)

[Supporting Black LGBTQ Youth Mental Health](#)

[Resources for LGBTQ Youth Experiencing Homelessness](#)

[Guide to Being an Ally to Transgender and Nonbinary Young People](#)

[Resources for Black Parents, Family Members and Caregivers of Black Transgender, Non-Binary and Gender-Expansive Youth](#)

[Black and African American LGBTQ Youth Report](#)

[Latinx LGBTQ Youth Report](#)

[LGBTQ Youth in the Child Welfare System](#)



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movement advancement project ▶



# Resources – Guides

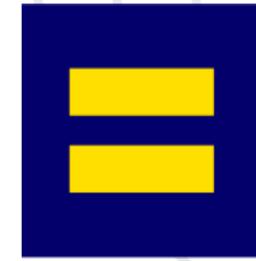
[Coming Out: Living Authentically as Black LGBTQ People](#)

[Coming Out: Living Authentically as LGBTQ Latinx Americans](#)

[Black & LGBTQ: Approaching Intersectional Conversations](#)

[U=U Guide Combats HIV and AIDS Misinformation, Stigma and Discrimination](#)

[Myths and Facts: Battling Disinformation About Transgender Rights](#)



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# Resources – Faith

## Faith Resources

[Coming Home: To Faith, To Spirit, To Self](#)

[What Does the Bible Say About Homosexuality?](#)

[What Does the Bible Say About Transgender People?](#)

[A Christian Conversation Guide](#)

[Temas de Religión y de Orientación Sexual para Hispanos](#)

[Religion and Coming Out Issues for African Americans](#)

[Religion and Coming Out Issues for Latinxs](#)

[Navigating LGBTQ Identities and Religion](#)



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