

**1. Diocese - 1. Diócesis**

Dallas

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**4. Diocesan Staff focused on Racial Healing, Justice, Reconciliation, and/or Anti-racism - 4. Personal diocesano dedicado a la Reparación, la Justicia y la Reconciliación Raciales y/o al Antirracismo**

Yes. Canon Carrie Headington

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**5. Diocesan Task Force or Committee focused on Racial Healing, Justice, Reconciliation, and/or Anti-racism - 5. Equipo de trabajo diocesano o comité dedicado a la Reparación, la Justicia y la Reconciliación Raciales y/o al Antirracismo**

Racial Healing, Justice, and Reconciliation Commission

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**6. Main Diocesan Leader(s) focused on Racial Healing, Justice, Reconciliation, and/or Anti-racism - 6. Principal(es) líder(es) diocesano(s) dedicado(s) a la Reparación, la Justicia y la Reconciliación Raciales y/o al Antirracismo**

Canon Carrie Headington [cheadington@edod.org](mailto:cheadington@edod.org)  
Rev. Dr. Matt Burdette [mburdette@stchristophersdallas.com](mailto:mburdette@stchristophersdallas.com)

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**7. Check all the ministries with which your diocese has engaged over the last 12 months. - 7. Verifique todos los ministerios en los cuales su diócesis ha participado en los últimos 12 meses.**

Survey of experiences of diocesan leadership around race and racism - *Encuesta de experiencias de liderazgo diocesano en torno a la raza y el racismo*  
Demographic study of congregations, including racial and ethnic make-up - *Estudio demográfico de las congregaciones, incluida la composición racial y étnica*  
Demographic study of geographic communities within the diocese, including racial and ethnic make-up - *Estudio demográfico de las comunidades geográficas dentro de la diócesis, incluida la composición racial y étnica*  
Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color - *Estudio histórico de la participación diocesana o congregacional, o ambas, en la opresión sistémica de las poblaciones indígena, negra, latina, asiática, isleña del Pacífico y de otras personas de color*  
Intentional efforts to increase proportion of people of color among clergy - *Empeños deliberados de aumentar la proporción de personas de color en el clero*  
Intentional efforts to increase proportion of people of color among diocesan staff - *Empeños deliberados de aumentar la proporción de personas de color en el personal diocesano*  
Intentional efforts to increase proportion of people of color in congregations - *Empeños deliberados de aumentar la proporción de personas de color en las congregaciones*  
Intentional efforts to address racial disparities in treatment of leaders across the diocese - *Empeños deliberados de abordar las disparidades raciales en el tratamiento de líderes a través de la diócesis*

**7a. Please provide additional details on FORMATION**

**specific programs above, and name other truth-telling efforts not listed above. - 7a. Proporcione detalles adicionales sobre los programas específicos anteriores y mencione otros empeños de contar la verdad que no figuran en la lista anterior.**

The EDOD Racial Healing, Justice and Reconciliation Commission is dedicated to equipping our parishes to be agents of healing, justice and reconciliation in their lives and wider communities. We seek to form our diocese theologically, historically, and sociologically on the issue of race. We live this through being formed by the example of Jesus and through prayer, discernment, education, relationships and action.

**DIOCESEAN WIDE READING:**

\* Howard Thurman, Jesus and the Disinherited by

\*Eduardo Bonilla Silva, Racism Without Racists

\*Speaking of Freedom

<https://medium.com/@revsteph/speaking-of-freedom-54ad2a49eb05>

**PRAY**

O God, you made us in your own image and redeemed us through Jesus your Son: Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us; unite us in bonds of love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne; through Jesus Christ our Lord. Amen. - Prayer for the Human Family (Book of Common Prayer, p. 815)

Liturgies of Repentance - See

<https://standingcommissiononliturgyandmusic.org/2018/01/03/prayers-for-racial-reconciliation-and-justice/>

**DISCERN**

(From Becoming Beloved Community- The Episcopal Church -

<https://episcopalchurch.org/beloved-community>

Telling the Truth about our Churches and Race

Baptismal Promise: Persevere in resisting evil, and whenever we fall into sin, repent and return to the Lord. Core Questions: What racial/cultural/ethnic groups are in our church? Who have we excluded or included?

Proclaiming the Dream of Beloved Community

Baptismal Promise: Proclaim by word and example the Good News of God in Christ.

Core Questions: How has our city/town/area participated in racial injustice or healing over time? What's happening today? What is our dream for Beloved Community? What behaviors and practices foster it?

Practicing the Way of Love in the Pattern of Jesus

Baptismal Promise: Seek and serve Christ in all persons, loving our neighbors as ourselves.

Core Questions: How will we grow as reconcilers, healers, and justice-bearers? What activities, practices, learning and experiences would (trans)form us? How will we share stories and grow relationship?

Repairing the Breach in Society and Institutions

Baptismal Promise: Strive for justice and peace among all people & respect the dignity of every human being. Core Questions: What institutions and systems bear the signs of racial injustice? How will we participate in the repair, restoration and healing of people, institutions and systems?

## EDUCATE

1. Racial Reconciliation Clergy Days - September 2019 marked our first of a series of Racial Reconciliation Clergy Days. This day focused on framing the issue of racial reconciliation theologically, fostering dialogue, and hearing from a diversity of voices across our diocese. This day was an invitation to go deeper into the work, including diocesan reading groups, and city-wide action.

2. Diocesan Webinars on Talking with Our Congregations about Race. This is an ongoing series via zoom which provides resources in how your parish can be agents of dismantling racism in your parishes and communities and be reconcilers, healers, and justice advocates.

3. Racial Reconciliation Reading Groups- A select group of diocesan leaders (lay and clergy) read a book on race together monthly and discuss. The wider diocese is invited to be part of reading alongside and forming their own reading groups.

4. Diocesan Racial Reconciliation Facebook Page and Resource Platform- A Facebook page and resource platform dedicated to sharing stories, resources, reflections, and action.. Facebook Page @edodracetheology. EDOD Race and Theology Reading Group Page.

5. Examining the disparities in Dallas through reading, storytelling, dialogue, and pilgrimage to South Dallas ministries which serve those in greatest poverty in our city.



**8. Check all the ministries with which your diocese has engaged during the last 12 months.** Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc. - *Organizar una sesión de audición y aprendizaje sobre la raza en asociación con vecinos, socios religiosos, agrupaciones cívicas, escuelas, etc.*  
Offer public witness (editorials, public speaking, protests and vigils, etc.) - *Ofrecer testimonio público (editoriales, discursos, protestas y vigiliass, etc.)*

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**8a. Please provide additional details on specific programs above, and name other public proclamation efforts not listed above. - 8a. Proporcione detalles adicionales sobre programas específicos anteriores y mencione otros empeños de proclamación pública que no figuran en la lista anterior.**

1. MLK March participation
2. Ecumenical worship with a focus on racial healing - St. Matthew's Cathedral, Dallas for entire Diocese
3. Pentecost Prayer Vigil focussed on racial healing and justice
4. Many of our clergy and congregations joined Black Loves Matter marches
5. Bishop participated in public discussion about racism and the church's response.

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**Name of program(s) - Nombre de(l) (los) programa(s)** See attachment of full vision

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**Book title(s) - Título(s) de(l) (los) libro(s) BOOKS**

**DIOCSEAN WIDE READING:**

\* Howard Thurman, *Jesus and the Disinherited* by

\* Eduardo Bonilla Silva, *Racism Without Racists*

\* *Speaking of Freedom*

<https://medium.com/@revsteph/speaking-of-freedom-54ad2a49eb05>

**SUGGESTED:**

• *Jesus and the Disinherited* by Howard Thurman

• *Racism Without Racists* by Eduardo Bonilla Silva

• *Roadmap to Reconciliation* by Brenda Salter McNeil

• *Living into God's Dream: Dismantling Racism in America* by Catherine Meeks

• *America's Original Sin: Racism, White Privilege and the Bridge to a New America* by Jim Wallis

• *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin DiAngelo

• *How to be an Anti-racist* by Ibram X. Kendi

*Backlash: What Happens When We Talk Honestly About Racism in America*, by George Yancy

*Barracoon: The Story of the Last "Black Cargo"* by Zora Neale Hurston

*Becoming Ms. Burton: From Prison to Recovery to Leading the Fight for Incarcerated Women* by Susan Burton & Cari Lynn

*Between the World and Me* by Ta-Nehisi Coates

*Black Man in a White Coat: A Doctor's Reflection on Race* by Damon Tweedy

*Citizen: An American Lyric* by Claudia Rankine

*Custer Died for Your Sins: An Indian Manifesto* by Vine Deloria Jr

*Dear White Christian: For Those Still Longing for Racial Reconciliation* by Jennifer Harvey

*Deep Denial: The Persistence of White Supremacy in the United States History and Life* by David Billings

*God of the Oppressed* by James Cone

*If Beale Street Could Talk* by James Baldwin

*I'm Still Here -- Black Dignity in a World Made for Whiteness* by Austin Channing Brown

*Invisible Man, Got the Whole World Watching*, Michael Denzel Smith

*Jesus Dub* by Robert Beckford

*Just Mercy: A Story of Justice and Redemption* by Brian Stevenson

*Locking Up Our Own: Crime and Punishment in Black America* by James Forman Jr

*Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership* by Keeanga-Yamahtta Taylor

*Race Matters* by Cornell West

Rest in Power: The Enduring Life of Trayvon Martin by Sybrina Fulton and Tracy Martin  
The Color of Christ: The Son of God and the Saga of Race in America by Edward J. Blum and Paul Harvey  
Rising Out of Hatred: The Awakening of a Former White Nationalist by Eli Saslow  
Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibrahim S. Kendi  
The Hate U Give by Angie Thomas  
The Heartbeat of Wounded Knee: Native America from 1890 to the Present by David Treuer  
The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander  
The Price of the Ticket: Collection of Non-Fiction, 1948-1985 by James Baldwin  
The Underground Railroad (fiction) by Colson Whitehead  
The Warmth of Other Suns: The Epic Story of America's Great Migration by Isabel Wilkerson  
The Water Dancer by Ta-Nehisi Coates  
There is a River: The Black Struggle for Freedom in America by Vincent Harding  
Three Narratives of Slavery (African American) by Sojourner Truth, et al  
Waking Up White, and Finding Myself in the Story of Race by Debby Irving  
We were Eight Years in Power: An American Tragedy by Tanehisi Coates  
White Fragility - Why It's So Hard for White People to Talk about Racism by Robin DiAngelo  
White Trash: The 400 Year History of Class in America by Nancy Isenberg  
Pre-Post-Racial America: Spiritual Stories from the Front Lines by Sandhya Rani Jha  
Tears We Cannot Stop: A Sermon to White America by Michael Eric Dyson  
White Rage by Carol Anderson  
The Color of Law by Richard Rothstein

#### Middle Grades

New Kid by Jerry Craft  
A Good Kind of Trouble by Lisa Moore Ramee  
Ghost Boys by Jewell Parker Rhodes  
Blended by Sharon Draper  
Genesis Begins Again by Alicia Williams  
Black Brother, Black Brother by Jewell Parker Rhodes  
Brown Girl Dreaming by Jacqueline Woodson  
The Stars Beneath Our Feet by David Barclay Moore  
One Crazy Summer by Rita Williams-Garcia  
Look Both Ways: A Tale Told in Ten Blocks by Jason Reynolds  
This Book is Anti-Racist by Tiffany Jewell & Aurelia Durand  
All American Boys by Jason Reynolds  
Turning 15 on the Road to Freedom: My Story of the 1965 Selma Voting Rights March by Linda Blackmon Lowery

If You Come Softly by Jacqueline Woodson  
Counting Descent by Clint Smith  
X: A Novel by Ilyasah Shabazz & Keklah Magoon

#### High School

Dear Martin by Nic Stone  
The Hate U Give by Angie Thomas  
Take the Mic: Fictional Stories of Everyday Resistance by Bethany Morrow  
I'm Not Dying with You Tonight by Angie Thomas  
Stamped: Racism, Antiracism, and You: A Remix of the National  
Award-Winning Stamped from the Beginning by Jason Reynolds & Ibram X  
Kendi  
Piecing Me Together by Renee Watson  
Between the World and Me by Ta-Nehisi Coates  
Warriors Don't Cry: A Searing Memoir of the Battle to Integrate Little Rock's  
Central High by Melba Pattillo Beals  
Courage Has No Color: The True Story of the Triple Nickels, America's  
First Black Paratroopers by Tanya Lee Stone  
The Beast Side: Living and Dying While Black in America by D. Watkins  
Wench by Dolen Perkins-Valdez  
The Known World by Edward P. Jones  
The Other Wes Moore: One Name, Two Fates by Wes Moore  
Trouble in Mind: Black Southerners in the Age of Jim Crow by Leon Litwack



**9. Check all the ministries with which your diocese has engaged in the last 12 months. - 9. Verifique todos los ministerios con los que su diócesis ha participado en los últimos 12 meses.**

Racial healing, reconciliation and justice pilgrimages - *Peregrinaciones de reparación, reconciliación y justicia raciales*

Liturgies of repentance and lament - *Liturgias de arrepentimiento y lamento*

Diocesan reading of book(s) on race - *Lectura diocesana de [un] libro(s) sobre la raza*

Anti-racism or dismantling racism training - *Adiestramiento contra el racismo o para el desmantelamiento del racismo*

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**9a. Please provide additional details on specific programs above, and name other training, formation, storytelling and worship efforts not listed above. -** Same as 7a.

**9a. Proporcione detalles adicionales sobre los programas específicos anteriores y mencione otros empeños de capacitación, formación, narración de relatos y culto no mencionados anteriormente.**

## RESOURCES for EDUCATION

### 1. WEBSITES

The Episcopal Church Resource Page

\*Bishop Curry's Message

\*Responding to Racist Violence as the People of God

<https://episcopalchurch.org/responding-to-racist-violence?fbclid=IwAR1kJK5tKqgseaKLnzftn5Frz98dgArtc8nvgzPsGtxBWqOEVd8zpP2qKqk>

\*Becoming Beloved Community

The Absalom Jones Center for Racial Healing

<http://www.centerforracialhealing.org/>

National Museum of African American History and Culture

<https://nmaahc.si.edu/>

Roadmap to Reconciliation by Dr. Brenda Salter McNeil  
<https://www.roadmaptoreconciliation.com/>

The Poor People's Campaign <https://www.poorpeoplescampaign.org/>

## 2. Films

\*PBS Miniseries: The African Americans: Many Rivers to Cross - written and narrated by Harvard Scholar Henry Louis Gates and African American Lives 1 & 2 - also Henry Louis Gates

\*Eyes on the Prize - 14 Hour series on the Civil Rights Movement. (1987)

\*Sacred Ground: A Race Dialogue Series, produced by award-winning filmmaker and Becoming Beloved

Community Consultant Katrina Browne:  
[www.episcopalchurch.org/sacredground](http://www.episcopalchurch.org/sacredground)

\*<https://www.youtube.com/watch?v=KuaefVqS910> Dr. Khalil Gibran Mahammad

\* Episcopal Reconciliation Pilgrimage to Ghana:  
[www.episcopalchurch.org/reconciliation-pilgrimage](http://www.episcopalchurch.org/reconciliation-pilgrimage)

\*13th (2016)

\*12 Years a Slave (2013)

\*Selma (2014)

\*Whose Streets (2017)

\*Crime + Punishment (2018)

\*Clemency (2019)

\*Always in Season (2019)

\*The Help (2011)

\*Dear White People (2014)

\*A Raisin in the Sun (1961)

\*Boyz n the Hood (1991)

\*Miss Juneteenth (2020)

\*Self Made (2020)

\*When They See Us (2019 - Netflix miniseries)

\*I am Not Your Negro (2017)

\*Malcom X (1991)

\*Bamboozled (2000)

\*King (1978 miniseries)

\*Fruitvale Station (2013)

\*In The Heat of the Night (1967)

\*Let the Fire Burn (2014)

\*Do the Right Thing (1989)

\*Trouble the Water (2008)

\*Blindspotting (2018)

\*The Butler (2013)

## 3. BOOKS

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#### RELATE - Form RELATIONSHIP

1. BELOVED COMMUNITY Story Sharing Practices. Share stories with one another in your congregation. Invite others from your wider community to share stories with you. See resources in how to do this.

<https://episcopalchurch.org/beloved-community-storysharing>

2. Unity in the Gospel Project - Pastors from primarily African American South Dallas Churches and a diverse group of Episcopal priests meet monthly to study scripture, eat, and pray together. This group is dedicated to sharing personal stories and forming beloved community.

3. Diocesan-Wide South Dallas Awareness Pilgrimage led by Canon Carrie Headington and leaders of the Greater Dallas Coalition.

<b>10. Episcopal Public Policy Network (EPPN) or Office of Government Relations - 10. Red Episcopal de Política Pública (EPPN) u Oficina de Relaciones Gubernamentales</b>	Yes – Sí
<b>11. Reimagining Policing - 11. Replanteando la vigilancia policial</b>	Learning - Aprendizaje Local Engagement - Participación local
<b>12. Criminal Justice Reform - 12. Reforma de la justicia penal</b>	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal
<b>13. Re-entry and Prison Ministries - 13. Ministerio de reinserción social y de prisión</b>	Children/Youth - Jovenes
<b>14. Healthcare Reform including racial disparities related to COVID-19 - 14. Reforma de la atención sanitaria incluidas las disparidades raciales relacionadas con el COVID-19</b>	Learning - Aprendizaje Local Engagement - Participación local Tribal Engagement - Participación tribal State Engagement - Participación estatal Federal Engagement - Participación federal
<b>15. Refugee Ministries - 15. Ministerio de refugiados</b>	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal
<b>16. Immigration Reform - 16. Reforma migratoria</b>	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal
<b>17. Education Equity, including support for Historically Black Colleges and Universities - 17. Equidad educacional, incluido el apoyo para universidades tradicionalmente negras</b>	Learning - Aprendizaje Local Engagement - Participación local Tribal Engagement - Participación tribal State Engagement - Participación estatal
<b>18. Housing Access for Communities and People of Color - 18. Acceso a la vivienda para comunidades y personas de color</b>	Learning - Aprendizaje Local Engagement - Participación local
<b>19. Racial Justice - 19. Justicia racial</b>	Learning - Aprendizaje Local Engagement - Participación local Tribal Engagement - Participación tribal State Engagement - Participación estatal
<b>20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color</b>	Learning - Aprendizaje Local Engagement - Participación local Tribal Engagement - Participación tribal State Engagement - Participación estatal





**23. Please provide additional details on specific programs above, and name other justice and reparative efforts not listed above. - 23. Proporcione detalles adicionales sobre los programas específicos anteriores y mencione otros empeños de justicia y reparación no mencionados anteriormente.**

ACT

In addition to the formation initiatives detailed above, the Diocese of Dallas is dedicated to ensuring we have a diverse clergy, racially and ethnically. We also support and champion our Latino, Sudanese, Nigerian, Bhutanese, and Middle Eastern refugee congregations.

Our City-Wide Reconciliation Initiative is called PROJECT:US (Unite and Serve).

#### PROJECT US: Unite and Serve OVERVIEW

Project US: Unite and Serve is the Episcopal Diocese of Dallas' Outreach and Reconciliation Initiative living out Jesus' call to love our neighbors as ourselves, to be reconciled to one another, and to seek justice in the city as one body. This initiative, in its third year, implements aspects of Bishop Sumner's Episcopal Diocese of Dallas Strategic Plan to foster ecumenical outreach, racial reconciliation, and diocesan unity through racial reconciliation, and common mission especially, serving those in need (focusing on the youth and poor in the Southern Sector of Dallas).

In previous years, outreach, racial justice, and care for the poor has been relegated almost entirely to service on the parish level. Each parish carries out its own outreach projects (both with parish volunteers and finances) to care for those in need in their respective communities. In 2016, Bishop George Sumner encouraged parishes to continue their own outreach projects AND to join diocesan wide projects which focus our entire diocese on specific outreach initiatives we can do together as a diocese and join the wider body of Christ in ecumenical outreach and racial justice. Bishop Sumner especially called on centrally located Dallas parishes to join together to be part of reconciliation in Dallas and to care for those in poverty and dismantle racism in South Dallas. The Southern sector of Dallas has the highest child poverty rate per capita in the US and the highest poverty rate of any city with a population over 1 million people. Over 90% of homes in South Dallas do not have a father figure and South Dallas youth are struggling emotionally, spiritually and physically with many going hungry and less than 10% being college ready. Furthermore, Dallas is the 4th most divided city in America both racially and economically, with the Southern Sector comprised of almost entirely people of color. Often churches do not come together across denominations to address the need to dismantle racism and poverty in the city. In response to these needs (Matthew 25) and to the ecumenical imperative (John 17), knowing we cannot be the body of Christ without working as one body as a diocese and with our brothers and sisters from churches in the Southern sector, Project US commenced in 2017. This launch is due in large part to the Episcopal Foundation Grant and to the leadership team comprising of diocesan and parish volunteers.

PROJECT US: Unite and Serve includes the following Initiatives:

1. EDOD/ Greater Dallas Coalition Connection and Mobilization Initiative - The Episcopal Diocese of Dallas partners with the Greater Dallas Coalition in fostering ways to engage in serving the underserved in South Dallas together. The Greater Dallas Coalition is a gathering of South Dallas churches and ministries/churches across DFW dedicated to serving those in need in South Dallas. For more information on this ministry go to [www.greaterdallascoalition.org](http://www.greaterdallascoalition.org) . Through PROJECT US, the Episcopal Diocese of Dallas partners with the Greater Dallas Coalition in the following initiatives:

a. COVID Hunger Alleviation Initiative: The impact of the Corona Virus has disproportionately hit the Southern Sector of Dallas in both in health and in unemployment. As a result many families have great need of help with food assistance. The Episcopal Diocese of Dallas is partnering with local South Dallas Churches to provide meals and groceries to our partners who are in great need. To support this effort go to [www.greaterdallascoalition.net](http://www.greaterdallascoalition.net).

b. BE A CHAMPION CHURCH - offer child sponsorship for local Dallas children of color living in poverty at \$30/month.

The Dallas Champions Academy - A summer camp and year-round academy in the underserved Southern sector of Dallas for 200 boys and girls (ages 8-18) with 16 NFL and University coaches, 4 award winning teachers, and ministers/volunteers from Episcopal parishes and ecumenical partners. The Dallas Champions Academy has a 21-point curriculum using sport to teach the life skills of discipline, respect, trust and hard work. Also emphasized are Christian character formation, nutrition, anti-bullying and tools to succeed in the classroom including goal setting, time management, study skills and college preparation.

The Dallas Champions Academy occurs throughout the year after the summer camp, which includes year-round mentoring, college visits, and assistance for all high school seniors in the college application process.

It also includes a college retention specialist once the young adult attends college. Thus far 64 young adults have received scholarships to college- all first in their family to attend college. All people of color.

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personal relationships around a table. Nine volunteers commit to support an individual (called brother or sister) for one year around a table. Each table member has a focus such as finance, occupation and educator, housing, healthcare, youth, children and family, transportation and insurance, accelerator, director. The Table works together as a team of specialists, encouragers, and advocates. Over the course of a year, the Table works together to set goals, foster accountability and implement a plan to create change for the brother or sister.

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ADVOCATE -

<https://episcopalchurch.org/OGR/general-advocacy-resources>

\*For Local Advocacy contact Canon Carrie Headington

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cheadington@edod.org 214-826-8310



**25. Please add any ministries not listed that you think should be included in this survey. - 25. Sírvase añadir los ministerios que no figuran en la lista que cree que deberían incluirse en esta encuesta.**

Episcopal Diocese of Dallas Racial Healing, Justice, and Reconciliation Initiative

Bishop George R. Sumner

EDOD Racial Healing, Justice, and Reconciliation Commission led by the Rev. Dr. Matthew Burdette and Canon Carrie Headington

With God's help, we will strive for justice and peace among all people, and respect the dignity of every human being. (BCP, p. 305)

## OVERVIEW

The Episcopal Diocese of Dallas' Racial Healing, Justice, and Reconciliation Initiative is an advocate of equal justice for all people, a balm of healing from the sins of systemic racism, and an agent of reconciliation within the diocese and wider community.

## FORMATION

The EDOD Racial Healing, Justice and Reconciliation Commission is dedicated to equipping our parishes to be agents of healing, justice and reconciliation in their lives and wider communities. We seek to form our diocese theologically, historically, and sociologically on the issue of race. We live this through being formed by the example of Jesus and through prayer, discernment, education, relationships and action.

## DIOCESEAN WIDE READING:

\* Howard Thurman, *Jesus and the Disinherited* by

\*Eduardo Bonilla Silva, *Racism Without Racists*

\**Speaking of Freedom*

<https://medium.com/@revsteph/speaking-of-freedom-54ad2a49eb05>

## PRAY

O God, you made us in your own image and redeemed us through Jesus your Son: Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us; unite us in bonds of love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne; through Jesus Christ our Lord. Amen. - Prayer for the Human Family (Book of Common Prayer, p. 815)

Liturgies of Repentance - See

<https://standingcommissiononliturgyandmusic.org/2018/01/03/prayers-for-racial-reconciliation-and-justice/>

## DISCERN

(From Becoming Beloved Community- The Episcopal Church -  
<https://episcopalchurch.org/beloved-community>

Telling the Truth about our Churches and Race

Baptismal Promise: Persevere in resisting evil, and whenever we fall into sin, repent and return to the Lord. Core Questions: What racial/cultural/ethnic groups are in our church? Who have we excluded or included?

Proclaiming the Dream of Beloved Community

Baptismal Promise: Proclaim by word and example the Good News of God in Christ.

Core Questions: How has our city/town/area participated in racial injustice or healing over time? What's happening today? What is our dream for Beloved Community? What behaviors and practices foster it?

Practicing the Way of Love in the Pattern of Jesus

Baptismal Promise: Seek and serve Christ in all persons, loving our neighbors as ourselves.

Core Questions: How will we grow as reconcilers, healers, and justice-bearers? What activities, practices, learning and experiences would (trans)form us? How will we share stories and grow relationship?

Repairing the Breach in Society and Institutions

Baptismal Promise: Strive for justice and peace among all people & respect the dignity of every human being. Core Questions: What institutions and systems bear the signs of racial injustice? How will we participate in the repair, restoration and healing of people, institutions and systems?

## EDUCATE

1. Racial Reconciliation Clergy Days - September 2019 marked our first of a series of Racial Reconciliation Clergy Days. This day focused on framing the issue of racial reconciliation theologically, fostering dialogue, and hearing from a diversity of voices across our diocese. This day was an invitation to go deeper into the work, including diocesan reading groups,

and city-wide action.

2. Diocesan Webinars on Talking with Our Congregations about Race. This is an ongoing series via zoom which provides resources in how your parish can be agents of dismantling racism in your parishes and communities and be reconcilers, healers, and justice advocates.

3. Racial Reconciliation Reading Groups- A select group of diocesan leaders (lay and clergy) read a book on race together monthly and discuss. The wider diocese is invited to be part of reading alongside and forming their own reading groups.

4. Diocesan Racial Reconciliation Facebook Page and Resource Platform- A Facebook page and resource platform dedicated to sharing stories, resources, reflections, and action.. Facebook Page @edodracetheology. EDOD Race and Theology Reading Group Page.

## RESOURCES for EDUCATION

### 1. WEBSITES

The Episcopal Church Resource Page

\*Bishop Curry's Message

\*Responding to Racist Violence as the People of God

<https://episcopalchurch.org/responding-to-racist-violence?fbclid=IwAR1kJK5tKqgseaKLnzftn5Frz98dgArtc8nvgzPsGtxBWqOEVd8zpP2qKqk>

\*Becoming Beloved Community

The Absalom Jones Center for Racial Healing

<http://www.centerforracialhealing.org/>

National Museum of African American History and Culture

<https://nmaahc.si.edu/>

Roadmap to Reconciliation by Dr. Brenda Salter McNeil

<https://www.roadmaptoconciliation.com/>

The Poor People's Campaign <https://www.poorpeoplescampaign.org/>

### 2. Films

\*PBS Miniseries: The African Americans: Many Rivers to Cross - written



and narrated by Harvard Scholar Henry Louis Gates and African American Lives 1 & 2 - also Henry Louis Gates

\*Eyes on the Prize - 14 Hour series on the Civil Rights Movement. (1987)

\*Sacred Ground: A Race Dialogue Series, produced by award-winning filmmaker and Becoming Beloved

Community Consultant Katrina Browne:

[www.episcopalchurch.org/sacredground](http://www.episcopalchurch.org/sacredground)

\*<https://www.youtube.com/watch?v=KuaefVqS910> Dr. Khalil Gibran Mahammad

\* Episcopal Reconciliation Pilgrimage to Ghana:

[www.episcopalchurch.org/reconciliation-pilgrimage](http://www.episcopalchurch.org/reconciliation-pilgrimage)

\*13th (2016)

\*12 Years a Slave (2013)

\*Selma (2014)

\*Whose Streets (2017)

\*Crime + Punishment (2018)

\*Clemency (2019)

\*Always in Season (2019)

\*The Help (2011)

\*Dear White People (2014)

\*A Raisin in the Sun (1961)

\*Boyz N the Hood (1991)

\*Miss Juneteenth (2020)

\*Self Made (2020)

\*When They See Us (2019 - Netflix miniseries)

\*I am Not Your Negro (2017)

\*Malcom X (1991)

\*Bamboozled (2000)

\*King (1978 miniseries)

\*Fruitvale Station (2013)

\*In The Heat of the Night (1967)

\*Let the Fire Burn (2014)

\*Do the Right Thing (1989)

\*Trouble the Water (2008)

\*Blindspotting (2018)

\*The Butler (2013)

### 3. BOOKS

- Jesus and the Disinherited by Howard Thurman
- Racism Without Racists by Eduardo Bonilla Silva
- Roadmap to Reconciliation by Brenda Salter McNeil
- Living into God's Dream: Dismantling Racism in America by Catherine Meeks
- America's Original Sin: Racism, White Privilege and the Bridge to a New America by Jim Wallis
  - White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo
  - How to be an Anti-racist by Ibram X. Kendi

Backlash: What Happens When We Talk Honestly About Racism in America, by George Yancy

Barracoon: The Story of the Last "Black Cargo" by Zora Neale Hurston

Becoming Ms. Burton: From Prison to Recovery to Leading the Fight for Incarcerated Women by Susan Burton & Cari Lynn

Between the World and Me by Ta-Nehisi Coates

Black Man in a White Coat: A Doctor's Reflection on Race by Damon Tweedy

Citizen: An American Lyric by Claudia Rankine

Custer Died for Your Sins: An Indian Manifesto by Vine Deloria Jr

Dear White Christian: For Those Still Longing for Racial Reconciliation by Jennifer Harvey

Deep Denial: The Persistence of White Supremacy in the United States History and Life by David Billings

God of the Oppressed by James Cone

If Beale Street Could Talk by James Baldwin

I'm Still Here -- Black Dignity in a World Made for Whiteness by Austin Channing Brown

Invisible Man, Got the Whole World Watching, Michael Denzel Smith

Jesus Dub by Robert Beckford

Just Mercy: A Story of Justice and Redemption by Brian Stevenson

Locking Up Our Own: Crime and Punishment in Black America by James Forman Jr

Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership by Keeanga-Yamahtta Taylor

Race Matters by Cornell West

Rest in Power: The Enduring Life of Trayvon Martin by Sybrina Fulton and Tracy Martin

The Color of Christ: The Son of God and the Saga of Race in America by Edward J. Blum and Paul Harvey

Rising Out of Hatred: The Awakening of a Former White Nationalist by Eli Saslow

Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibrahim S. Kendi

The Hate U Give by Angie Thomas

The Heartbeat of Wounded Knee: Native America from 1890 to the Present by David Treuer

The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander

The Price of the Ticket: Collection of Non-Fiction, 1948-1985 by James Baldwin

The Underground Railroad (fiction) by Colson Whitehead

The Warmth of Other Suns: The Epic Story of America's Great Migration by Isabel Wilkerson

The Water Dancer by Ta-Nehisi Coates

There is a River: The Black Struggle for Freedom in America by Vincent Harding

Three Narratives of Slavery (African American) by Sojourner Truth, et al  
Waking Up White, and Finding Myself in the Story of Race by Debby Irving  
We were Eight Years in Power: An American Tragedy by Tanehisi Coates  
White Fragility - Why It's So Hard for White People to Talk about Racism by Robin DiAngelo  
White Trash: The 400 Year History of Class in America by Nancy Isenberg  
Pre-Post-Racial America: Spiritual Stories from the Front Lines by Sandhya Rani Jha  
Tears We Cannot Stop: A Sermon to White America by Michael Eric Dyson  
White Rage by Carol Anderson  
The Color of Law by Richard Rothstein

#### Middle Grades

New Kid by Jerry Craft  
A Good Kind of Trouble by Lisa Moore Ramee  
Ghost Boys by Jewell Parker Rhodes  
Blended by Sharon Draper  
Genesis Begins Again by Alicia Williams  
Black Brother, Black Brother by Jewell Parker Rhodes  
Brown Girl Dreaming by Jacqueline Woodson  
The Stars Beneath Our Feet by David Barclay Moore  
One Crazy Summer by Rita Williams-Garcia  
Look Both Ways: A Tale Told in Ten Blocks by Jason Reynolds  
This Book is Anti-Racist by Tiffany Jewell & Aurelia Durand  
All American Boys by Jason Reynolds  
Turning 15 on the Road to Freedom: My Story of the 1965 Selma Voting Rights March by Linda Blackmon Lowery  
If You Come Softly by Jacqueline Woodson  
Counting Descent by Clint Smith  
X: A Novel by Ilyasah Shabazz & Keklah Magoon

#### High School

Dear Martin by Nic Stone  
The Hate U Give by Angie Thomas  
Take the Mic: Fictional Stories of Everyday Resistance by Bethany Morrow  
I'm Not Dying with You Tonight by Angie Thomas  
Stamped: Racism, Antiracism, and You: A Remix of the National Award-Winning Stamped from the Beginning by Jason Reynolds & Ibram X Kendi  
Piecing Me Together by Renee Watson  
Between the World and Me by Ta-Nehisi Coates  
Warriors Don't Cry: A Searing Memoir of the Battle to Integrate Little Rock's Central High by Melba Pattillo Beals  
Courage Has No Color: The True Story of the Triple Nickels, America's First Black Paratroopers by Tanya Lee Stone  
The Beast Side: Living and Dying While Black in America by D. Watkins  
Wench by Dolen Perkins-Valdez  
The Known World by Edward P. Jones

The Other Wes Moore: One Name, Two Fates by Wes Moore  
Trouble in Mind: Black Southerners in the Age of Jim Crow by Leon Litwack

## RELATE - Form RELATIONSHIP

1. BELOVED COMMUNITY Story Sharing Practices. Share stories with one another in your congregation. Invite others from your wider community to share stories with you. See resources in how to do this.

<https://episcopalchurch.org/beloved-community-storysharing>

2. Unity in the Gospel Project - Pastors from primarily African American South Dallas Churches and a diverse group of Episcopal priests meet monthly to study scripture, eat, and pray together. This group is dedicated to sharing personal stories and forming beloved community.

3. Diocesan-Wide South Dallas Awareness Pilgrimage led by Canon Carrie Headington and leaders of the Greater Dallas Coalition.

## ACT

In addition to the formation initiatives detailed above, the Diocese of Dallas is dedicated to ensuring we have a diverse clergy, racially and ethnically. We also support and champion our Latino, Sudanese, Nigerian, Bhutanese, and Middle Eastern refugee congregations.

Our City-Wide Reconciliation Initiative is called PROJECT:US (Unite and Serve).

### PROJECT US: Unite and Serve OVERVIEW

Project US: Unite and Serve is the Episcopal Diocese of Dallas' Outreach and Reconciliation Initiative living out Jesus' call to love our neighbors as ourselves, to be reconciled to one another, and to seek justice in the city as one body. This initiative, in its third year, implements aspects of Bishop Sumner's Episcopal Diocese of Dallas Strategic Plan to foster ecumenical outreach, racial reconciliation, and diocesan unity through racial reconciliation, and common mission especially, serving those in need (focusing on the youth and poor in the Southern Sector of Dallas).

In previous years, outreach, racial justice, and care for the poor has been

relegated almost entirely to service on the parish level. Each parish carries out its own outreach projects (both with parish volunteers and finances) to care for those in need in their respective communities. In 2016, Bishop George Sumner encouraged parishes to continue their own outreach projects AND to join diocesan wide projects which focus our entire diocese on specific outreach initiatives we can do together as a diocese and join the wider body of Christ in ecumenical outreach and racial justice. Bishop Sumner especially called on centrally located Dallas parishes to join together to be part of reconciliation in Dallas and to care for those in poverty and dismantle racism in South Dallas. The Southern sector of Dallas has the highest child poverty rate per capita in the US and the highest poverty rate of any city with a population over 1 million people. Over 90% of homes in South Dallas do not have a father figure and South Dallas youth are struggling emotionally, spiritually and physically with many going hungry and less than 10% being college ready. Furthermore, Dallas is the 4th most divided city in America both racially and economically, with the Southern Sector comprised of almost entirely people of color. Often churches do not come together across denominations to address the need to dismantle racism and poverty in the city. In response to these needs (Matthew 25) and to the ecumenical imperative (John 17), knowing we cannot be the body of Christ without working as one body as a diocese and with our brothers and sisters from churches in the Southern sector, Project US commenced in 2017. This launch is due in large part to the Episcopal Foundation Grant and to the leadership team comprising of diocesan and parish volunteers.

PROJECT US: Unite and Serve includes the following Initiatives:

1. EDOD/ Greater Dallas Coalition Connection and Mobilization Initiative - The Episcopal Diocese of Dallas partners with the Greater Dallas Coalition in fostering ways to engage in serving the underserved in South Dallas together. The Greater Dallas Coalition is a gathering of South Dallas churches and ministries/churches across DFW dedicated to serving those in need in South Dallas. For more information on this ministry go to [www.greaterdallascoalition.org](http://www.greaterdallascoalition.org) . Through PROJECT US, the Episcopal Diocese of Dallas partners with the Greater Dallas Coalition in the following initiatives:

a. COVID Hunger Alleviation Initiative: The impact of the Corona Virus has disproportionately hit the Southern Sector of Dallas in both in health and in unemployment. As a result many families have great need of help with food assistance. The Episcopal Diocese of Dallas is partnering with local South Dallas Churches to provide meals and groceries to our partners who are in great need. To support this effort go to [www.greaterdallascoalition.net](http://www.greaterdallascoalition.net).

b. BE A CHAMPION CHURCH - offer child sponsorship for local Dallas children of color living in poverty at \$30/month.

The Dallas Champions Academy - A summer camp and year-round academy in the underserved Southern sector of Dallas for 200 boys and girls (ages 8-18) with 16 NFL and University coaches, 4 award winning teachers, and ministers/volunteers from Episcopal parishes and ecumenical partners. The Dallas Champions Academy has a 21-point curriculum using sport to teach the life skills of discipline, respect, trust and hard work. Also emphasized are Christian character formation, nutrition, anti-bullying and tools to succeed in the classroom including goal setting, time management, study skills and college preparation.

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