

1. Diocese - 1. Diócesis

Olympia

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

The Rev. Canon Arienne Davison, Canon to the Ordinary, adavison@ecww.org
The Rt. Rev. Gregory Rickel, Bishop Diocesan grickel@ecww.org
The Rev. Canon Alissa Newton, Canon for Congregational Development. And Leadership Formation anewton@ecww.org

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

Regathering the Beloved Community

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

The Rev. Rachel Taber-Hamilton, Regathering the Beloved Community, chaplain@whidbey.com
Diana Bender, Sacred Ground Facilitator Hub, diana.bender@outlook.com

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.

Demographic study of congregations, including racial and ethnic make-up - *Estudio demográfico de las congregaciones, incluida la composición racial y étnica*

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 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*

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| <p>7a. Please provide additional details on 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.</p> | <p>We provide all congregations with demographic data from Mission Insite and encourage the use of these data at the College for Congregational Development.</p> <p>We support racial minority congregations in lifting up ordained leaders and offering affordable contextual formation for deacons and priests.</p> <p>We offer Intercultural Competency training as a core part of our Congregational Development and Leadership Programming.</p> <p>We offer coaching for White clergy leaders on how to be better allies by using the Intercultural Development Continuum and assessment tools.</p> <p>We focused our last in person Clergy Conference (Feb) on Intercultural expressions of conflict (Intercultural Conflict Styles) to help leaders manage conflict in congregations AND to help us as clergy colleagues be more conscientious about how we talk to each other.</p> |
| <p>8. Check all the ministries with which your diocese has engaged during the last 12 months.</p> | <p>Offer public witness (editorials, public speaking, protests and vigils, etc.) - <i>Ofrecer testimonio público (editoriales, discursos, protestas y vigillas, etc.)</i></p> |
| <p>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.</p> | <p>We had a number of clergy and people present and active in local BLM demonstrations.</p> <p>We cross post relevant social media witness.</p> <p>Our Bishop Blogs about police violence and racism, responding to incidents consistently over time.</p> <p>St. Mark's Cathedral offers programming related to racial justice open to neighbors and diocese, these are often well attended.</p> <p>We resource congregations to tell local stories of this work on their platforms. (part of our vision involves sharing stories across congregations).</p> |
| <p>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.</p> | <p>Sacred Ground dialogue circles - <i>Círculos de diálogo de Suelo Sagrado</i></p> <p>Liturgical resource development - <i>Creación de materiales litúrgicos</i></p> <p>Incorporation of non-dominant cultural expressions in diocesan liturgy - <i>Incorporación en la liturgia diocesana de expresiones culturales no dominantes</i></p> <p>Preaching on race and racism - <i>Predicación sobre la raza y el racismo</i></p> |
| <p>9a. Please provide additional details on specific programs above, and name other training, formation, storytelling and worship efforts not listed above. - 9a. Proporcione detalles adicionales sobre los programas específicos anteriores y mencione otros empeños de capacitación, formación, narración de relatos y culto no mencionados anteriormente.</p> | <p>We have modelled liturgical inclusion at our Diocesan Liturgy (One Service) https://youtu.be/se50oF0nm5M</p> <p>The Bishop regularly preaches against and talks about racism with congregations at visitations.</p> <p>We have a network of Sacred Ground Circles and a skilled facilitation hub in Diana Bender. She is gathering facilitators for reflection and resourcing.</p> |

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| 10. Episcopal Public Policy Network (EPPN) or Office of Government Relations - 10. Red Episcopal de Política Pública (EPPN) u Oficina de Relaciones Gubernamentales | No - No |
| 11. Reimagining Policing - 11. Replanteando la vigilancia policial | Learning - Aprendizaje |
| 12. Criminal Justice Reform - 12. Reforma de la justicia penal | Learning - Aprendizaje |
| 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 | Learning - Aprendizaje |
| 15. Refugee Ministries - 15. Ministerio de refugiados | Federal Engagement - Participación federal |
| 16. Immigration Reform - 16. Reforma migratoria | Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal |
| 17. Education Equity, including support for Historically Black Colleges and Universities - 17. Equidad educacional, incluido el apoyo para universidades tradicionalmente negras | Learning - Aprendizaje |
| 18. Housing Access for Communities and People of Color - 18. Acceso a la vivienda para comunidades y personas de color | Learning - Aprendizaje Local Engagement - Participación local |
| 19. Racial Justice - 19. Justicia racial | Learning - Aprendizaje Local Engagement - Participación local |
| 20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color | Learning - Aprendizaje Local Engagement - Participación local |
| 21. Environmental Racism and Eco-justice - 21. Racismo medioambiental y ecojusticia | Learning - Aprendizaje |
| 22. Reparations for Racial Injustice - 22. Reparaciones por injusticia racial | Implementing – Implementándose |

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.

We are on the whole an activist diocese. We had previously joined an ACLU lawsuit challenging the temporary immigration ban in 2017. That was an ongoing effort completed in the past year.

On the whole, we had refocused our energy more towards local action and equipping individuals with skills that would help them be better anti-racist ministers in the world.

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.

We have developed specific Intercultural Competency tools because we believe that in the past, we have encouraged White Christians to engage in the conversation however they want. And that has really been damaging to Ministers of Color who are part of the conversation. We think that we can help White Christians with the remedial work of Intercultural Competency before asking them to do the harder work of Anti-Racism.

And we think if we don't have any provision for Intercultural Competency teaching and skill practice, the AR conversations would not be fruitful or lead to meaningful change.
