

1. Diocese - 1. Diócesis

West Tennessee

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

Bishop and Canon to the Ordinary (salexander@episwtn.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

None at this time

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

Bishop and Canon to the Ordinary

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 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*
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*

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.

As part of our 2019 diocesan convention, the diocese provided demographic information for the neighborhood surrounding each church and encouraged them to increase their level of engagement with their communities. The Bishop and CTO have also worked to increase the numbers of people of color in our work with congregations looking for new clergy and as we have identified people for diocesan staff positions and committees.

8. Check all the ministries with which your diocese has engaged during the last 12 months. Offer public witness (editorials, public speaking, protests and vigils, etc.) - *Ofrecer testimonio público (editoriales, discursos, protestas y vigiliyas, etc.)*
Participate in local or regional efforts to examine the history of race and racism - *Participar en empeños locales o regionales para examinar la historia de la raza y el racismo*
Participate in efforts to cast a local or regional vision for racial healing - *Participar en empeños para proyectar una visión local o regional de reparación racial*

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. The Bishop has issued several letters to the diocese on the issue of race as well as social media posts. She has also worked with an interfaith coalition around the disparities created during COVID-19. She is also engaged with the Lynching Sites Project of Memphis which is tasked with bringing the Shelby County EJI marker to the county next year.

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. Preaching on race and racism - *Predicación sobre la raza y el racismo*

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. The Bishop has preached on the issue of race at several diocesan events including the 2019 diocesan convention.

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 Local Engagement - Participación local

15. Refugee Ministries - 15. Ministerio de refugiados	Learning - Aprendizaje
16. Immigration Reform - 16. Reforma migratoria	Learning - Aprendizaje
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
19. Racial Justice - 19. Justicia racial	Local Engagement - Participación local
20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color	Local Engagement - Participación local
21. Environmental Racism and Eco-justice - 21. Racismo medioambiental y ecojusticia	Local Engagement - Participación local
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.	The Bishop and several clergy in the diocese have been engaged in conversations regarding these matters at the regional level. The Bishop just completed her first year so she is still building relationships and learning what is happening at the local level.