

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
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Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

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Please identify whether you are answering this survey as a representative of an entire diocese or as a church or institution: Entire Diocese

Section One: Telling the Truth About Our Churches and Race, including Truth and Reconciliation Processes (TRUTH)

Check all the Truth-telling ministries with which your diocese, congregation or institution has engaged over the last 12 months: Racial Justice Audit of Episcopal Leadership (produced by Mission Institute, published January 2021) or other survey of experiences of diocesan leadership around race and racism
Demographic study of congregations, including racial and ethnic make-up
Intentional efforts to increase proportion of people of color among staff

Please describe the efforts related to the boxes checked above: We are committed to promoting the growth of the Beloved Community in an integrated way in our diocese so that each committee, meeting, service, gathering asks whose voices are not being heard, who is not at the table... I am trying, as bishop to de-silo our anti-racism efforts and make them more integrated in the life of our diocese. When hiring staff I have been intentional about reaching out to interview people of color.

Has your diocese, congregation or institution or entity in recent years engaged in a Truth and Reconciliation process, understood to be: (please check all that apply)

Not yet engaged

Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process?

No

Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.

Not yet engaged

Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:

I expect in the next year to be engaged in a process like this that will result in offering reparations in our diocese to one congregation in particular.

Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?

No

If your diocese, congregation or institution has not begun to pursue a Truth and Reconciliation process, have leaders expressed interest in starting such work?

No

What assistance or resources would help you to take the next steps around Truth and Reconciliation?

Our group is just getting its sea legs (again, after some disruption in the past 2 years)

Section Two: Proclaiming the Dream of Beloved Community (PROCLAMATION)

Check all the Proclaiming the Dream ministries with which your diocese, congregation or institution has engaged during the last 12 months: (check all that apply)

Not yet engaged

Section Three: Practicing Jesus's Healing Way (FORMATION)

Check all the Practicing the Way ministries with which your diocese or entity has engaged during the last 12 months: (check all that apply)

Sacred Ground dialogue circles
Anti-racism or dismantling racism training
Racial healing, reconciliation and justice pilgrimages
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race

Please describe the efforts related to the boxes checked above:

We are working on trying a new effort in the area of dismantling racism that offers a new approach rather than doing the same thing that has been done over and over with no/little result. The core group (an appointed commission of 12 white people) are working in partnership with the People of Color in our diocese - at the POC's invitation- to develop a new approach. It is a painful and good story to tell about how some of the POC in our diocese got fed up 2 years ago and told us that they were walking away from the work, that it was the white people's work to do, and that when they developed a plan ,to return to the POC for dialogue. We are making slow and steady headway. Many of our congregations in rural white PA are not in agreement that racism is a "problem."

Section Four: Repairing the Breach in Institutions and Society (JUSTICE)

Check all the church-wide Repairing the Breach efforts with which your diocese, congregation or institution has engaged during the last 12 months:

Episcopal Public Policy Network (EPPN) or the Office of Government Relations
Jubilee Ministries
Poor People's Campaign

At what levels is your diocese, congregation or institution engaging with “Reimagining Policing and Criminal Justice Reform”?

Local engagement

At what levels is your diocese, congregation or institution engaging with “Prison Ministries or Re-entry Ministries,” that is, supporting persons re-entering community following incarceration?

Local engagement

At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?

Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?

Learning

At what levels is your diocese, congregation or institution engaging with “Education Equity,” including support for Historically Black Colleges and Universities and partnering with under-resourced schools primarily serving students of color?	Not yet engaged
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At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?	Learning
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At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?	Learning
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At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?	Not yet engaged
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At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?	Learning
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Please describe the efforts related to the boxes checked above:	We have some active Community Organizing groups in the urban centers of our diocese where Episcopal Clergy and laity are engaged in efforts around racial justice, economic and education justice as it relates to race, and also issues of fair housing and policing practices. These efforts are taking place in Lancaster and Harrisburg..
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Conclusion

Is there anything else you wish to share about your diocese, congregation or institution and its engagement with racial reconciliation and justice ministries, overall?	This is slow work. We have worked in the past with a model that was too insular and confined to those who "get it." There is a dire need to reach those in our rural diocese who have a lot to learn and understand about systemic racism and who do not see how it applies to them.
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