

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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Diocese	Iowa
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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
- Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color
- Intentional efforts to address racial disparities in treatment of leaders across the diocese, congregation or institution

Please describe the efforts related to the boxes checked above:

We have several diocesan groups reviewing the findings from the RJ Audit and we are preparing our own diocesan version of the audit we hope to launch this fall.

We are engaging in diocesan study of our history with race in these ways: creation of an interactive digital map with the University of Iowa showing the history of race across Iowa (<https://becomingbelovedcommunity.org/raceiniowa>), digitizing and reviewing our diocesan journals and working to make pertinent info available on the map, created resources for congregations to do their own research and have conversations about their past, hosted a webinar called, "Why is Iowa So White?" as a resource for congregations, and will be sending teams to every congregation to support their own research and truth-telling over the coming year.

We have a subsection of our Reparations Task Force looking at ways to address disparities in our policies and practices. We provide resources to every person who completes our Dismantling Racism Training on addressing disparities in their congregations policies and practices.

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)

Investigating the organization's historic role in racial injustice;
Linking historic injustice in your organization with ongoing patterns of racial injustice
Committing to specific action to repent, heal and repair past and present injustices with which our organizations and members have been and/or are complicit (also known as "reparations").

Please describe these Truth and Reconciliation process efforts:

In 2020, the Episcopal Diocese of Iowa passed a resolution at its annual convention calling for a Season of Truth and Healing during which we will take tangible and enduring actions towards healing the sins of slavery, indigenous genocide and displacement, and racism through earnest and sacrificial actions. One of those actions is to review and share the history of Iowa's and our churches' part in benefiting from the legacies of slavery and indigenous genocide and displacement. The digital, interactive mapping project is part of that work. We have formed a Reparations Task Force that is charged with leading a multi-year effort to examine how the diocese can work to repair the damage caused by racism, recommend changes that combat systemic racism in our structures, and suggest specific ways that we might make emotional, spiritual, and financial reparations in this diocese.

Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries?

Yes

Name

Meg Wagner

Email	
Are they a staff member or volunteer?	Staff
Would you like to identify another leader?	Yes
Name	Kim Turner Baker
Email	
Are they a staff member or volunteer?	Volunteer
Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process?	Yes
If yes, please summarize and provide the name of the commission/group, and a contact person with name and email address.	Reparations Task Force - contact: Rev. Kim Turner Baker
Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.	Congregation
Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:	Several congregations have been using our 2020 Vision for Becoming Beloved Community or Sacred Ground to begin the work and will be invited to use the Congregational Guide to A Season of Truth and Healing in the year ahead.
Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?	Yes
If you are willing, please share files, stories or web addresses related to these events or content here. This information may be shared on the Episcopal Church website:	https://s3.amazonaws.com/files.formstack.com/uploads/4454240/112652514/854707831/112652514_truth_and_reconciliation_efforts_in_the_diocese_of_iowa.docx
If your diocese, congregation or institution has not begun to pursue a Truth and Reconciliation process, have leaders expressed interest in starting such work?	Yes

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)

Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc
Offer public witness (editorials, public speaking, protests and vigils)
Participate in local or regional efforts to examine the history of race and racism
Participate in efforts to generate a local or regional vision for racial healing

Please describe the efforts related to the boxes checked above:

We have and continue to work with interfaith partners across the state to be a public witness for racial justice legislation. This past legislative year that has meant creating advocacy tools for some pieces of legislation and against others (graphics, talking points, etc). We worked with Interfaith Alliance to encourage faithful voting. Our bishop and clergy were active in marches, protests, and in virtual speaking engagements around issues of racial justice in the state. We have led or been active participants in services of healing and remembrance.

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
Doctrine of Discovery training
Liturgies of repentance and lament
Liturgical resource development
Preaching on race and racism

Please describe the efforts related to the boxes checked above:

We have 4 Sacred Ground Circles currently meeting by Zoom and plan to begin more in January. We offer online Dismantling Racism Training about 8 times a year. We have a traveling (and now also online) resource for congregations on the Doctrine of Discovery (<https://becomingbelovedcommunity.org/doctrine-of-discovery>). Because of COVID we did not hold our Underground Railroad pilgrimage last year.

We developed an Advent resource of prayers and meditations this year:
<https://becomingbelovedcommunity.org/advent-2020>

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
Other: Faith in Action: Iowa Episcopalians

<p>At what levels is your diocese, congregation or institution engaging with “Reimagining Policing and Criminal Justice Reform”?</p>	<p>Learning Local engagement State engagement</p>
<p>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?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</p>	<p>Learning Local engagement State engagement</p>
<p>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?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</p>	<p>Learning Local engagement</p>

Please describe the efforts related to the boxes checked above:

All of the above are state-wide issues that our diocesan Faith in Action group and Beloved Community Initiative is engaged with on the state level in legislation advocacy and organization, working with Interfaith Alliance of Iowa. We also have several churches directly connected with the separate areas.

Conclusion
