

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
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**Note: This document includes TWO reports
pp. 1-6: Bishop John Taylor
pp. 7-11: Canon Melissa McCarthy**

Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

Name John H Taylor

Title Bishop

Organization Episcopal Diocese of Los Angeles

Diocese Los Angeles

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Contact Phone Number (include country code if outside U.S.) 213-482-2040

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
Demographic study of geographic communities within the diocese, including racial and ethnic make-up
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 increase proportion of people of color among clergy
Intentional efforts to increase proportion of people of color among staff
Intentional efforts to increase proportion of people of color in membership
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:

Diocesan initiatives and program groups engaged in supporting truth-telling ministries about our church and race include:

- At Bishop Taylor's direction and through the leadership of Bishop Bruce, in early 2020 we completed a detailed historical and demographic study of New Community ministry in the diocese with the goal of identifying the resources we will need to serve our rapidly changing multicultural, poly-lingual six-county neighborhood in the years ahead. Leaders in Black, Latinx, Indigenous, and EAM ministries participated by sharing their history, current needs, and dreams.
- The Gathering is a ministry to APAs in Los Angeles and beyond designed to gather 1.5, second, and third generation APAs to the church. In 2020, The Gathering hosted "Who Is My Neighbor?", a panel conversation on racism and micro-aggression experienced by Asian-Americans, and (in partnership with Stop AAPI Hatred) a panel entitled "Being Asian American in the Age of the Coronavirus." It also hosted the development of immersion experiences enabling white churches and church members to understand their Chinese, Korean, Filipino, and Japanese neighbors
- The oldest of our five historic Black churches houses a museum telling the story of Black Episcopalians in Los Angeles.
- The One in the Spirit initiative focuses on increasing our diocesan community's capacity to expand relationship and deepen connection across divisions of prejudice and misunderstanding rooted in race, ethnicity, orientation, identity, age, and socio-economics. In 2020 in response to the murder of George Floyd, recognizing and acknowledging white privilege was prioritized as a key component of the initiative.

Active initiatives focused on increasing proportion of people of color at all levels of the work and witness of the Diocese of Los Angeles and economic equity include:

- Lifting up lay and ordained New Community ministers for leadership in program groups, committees, and diocesan offices and on the diocesan staff.
- Active recruitment and support of New Community candidates for ordination; attention to our discernment process and the COM's work to remove barriers to non-white vocations
- The Instituto de Liderazgo provides lay leadership training in Spanish.
- The Li Tim-Oi Institute provides lay leadership training in Mandarin.
- A task force continues its work on pay and benefits equity for lay and ordained employees in all our institutions.

Anti-racism programs, projects and resources:

- Regular anti-racism training is offered through Eric Law's Kaleidoscope Institute, housed at diocesan headquarters.
- The Rev. Dr. Mary Crist created a four-hour training program on the Doctrine of Discovery now required for all seminarians/ordinands as part of their formation process.
- PRISM Restorative Justice, a diocesan organization, offered a six-week film and discussion series, "The Sacred Journey: Racial Justice, Reconciliation, and Healing." PRISM ministers are consistent advocates

against mass incarceration Bishop Taylor is working with PRISM and our ecumenical and interfaith partners to engage the LA county sheriff on conditions in county jails.

- "My Work To Do" is an ongoing series of affinity groups helping white people build stamina for discussing racism, reconciliation, and justice in their everyday lives.
- Diocesan anti-racism resources pages were created and maintained with up to date information:
<https://diocesela.org/countering-racism-building-community>
- Sacred Ground EDLA was launched in the summer of 2021 with an intentional outreach to leadership congregations to send teams of participants to widen the reach of this seminal curriculum on understanding racial justice grounded in faith.
- The work of our diocesan task force to advocate for measures to reform policing such as the City of LA's People's Budget, assess our people's experience of policing in the 134 neighborhoods our churches serve, and articulate a Jesus-rooted vision of community safety.
- New Community leaders created a presentation series to the diocese with the goal of building a shared civic and theological vocabulary about race. Topics included the Doctrine of Discovery and its implications in our current context, issues of racial identity, and racial capitalism.
- In progress: A curriculum committee has been convened by One in the Spirit to create a five-week faith based discussion/study group focused on the nine dominant patterns of systemic racism in the Episcopal Church with a goal of launching in January 2022.

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;
Please describe these Truth and Reconciliation process efforts:	Currently building capacity to continue in the investigation process begun in some of the programs outlined above and to move toward opportunities for reparations.
Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries?	No
Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process?	I don't know
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
Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?	I Don't Know
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
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Please describe the efforts related to the boxes checked above:

EDLA has been a sanctuary diocese since 2016. Episcopal Sacred Resistance is the diocese-funded focal point for activism on behalf of dignity of every human being. One in the Spirit and New Community continue to work in close collaboration on behalf of anti-racism and equity. Individual congregations have organized healing services to address the sin of racial injustice. Our Asian immersion programs have deepened understanding across barriers of difference and prejudice. Bishop Taylor collaborates actively with Sacred Resistance as well as CLUE (Clergy United for Economic Justice) and LA Voice. He has hosted and participated in ongoing interfaith meetings with ICE in LA. Diocesan staff and other clergy and lay leaders attended were active in the protests following the murder of George Floyd. Bishops Taylor and Bruce are lifetime UBE members. Bishops Taylor and Bruce and Canon McCarthy advocate regularly in pastoral messages, social media, and sermons for racial justice, the acknowledgment of white privilege, immigration reform, voting rights, and other issues.

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
Internalized oppression training
Doctrine of Discovery training
Racial healing, reconciliation and justice pilgrimages
Liturgies of repentance and lament
Liturgical resource development
Incorporation of non-dominant cultural expressions in liturgy
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race
Storytelling circles, including Beloved Community Story Sharing

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
Poor People's Campaign

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

Local engagement
State engagement
Federal 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
State engagement
Federal engagement

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

Local engagement
State engagement
Federal engagement

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

Local engagement
State engagement
Federal engagement

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

At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?

Local engagement
State engagement
Federal engagement

At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?

Local engagement
State engagement
Federal engagement

At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?

Local engagement
State engagement
Federal engagement

At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?

Learning
Not yet engaged

Conclusion

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

Name	Melissa McCarthy
Title	Canon to the Ordinary
Organization	Episcopal Diocese of Los Angeles
Diocese	Please select one
Email	melissamccarthy@ladiocese.org

Contact Phone Number (include country code if outside U.S.) 9097252448

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)

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Intentional efforts to increase proportion of people of color among staff
Intentional efforts to increase proportion of people of color in membership
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:

Educational work in a 3 part series in Doctrine of Discovery, Racial identity, and racial capitalization. Also, extensive API work addressing needs of API community including by stander training, immersion, and more.

My Work To Do: helping white people develop stamina for conversations around race.

Every single day we have conversations around diversifying our leadership at the diocesan level and how to recruit diverse leaders. Commission on Ministry has been engaged in this work for several years as well.

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:

We have done a recent deep dive into investigating and linking. We are working on next steps which will include specific actions to repent, heal, and repair.

This is also ongoing. It's not a one and done thing for us.

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

Yes

Name

Melissa McCarthy

Email

melissamccarthy@ladiocese.org

Are they a staff member or volunteer?

Staff

Would you like to identify another leader?

Yes

Name

Susan Russell

Email

srussell@ladiocese.org

Are they a staff member or volunteer?

Staff

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.	These take place in many different forms. There are multiple working groups looking at these issues from every point of view. New community leaders, senior staff conversations, educational opportunities, immersion experiences, affinity groups, and more.
Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.	Congregation Seminary or School Camp/Conference Center Other Episcopal-Affiliated Institution
Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:	This is a big focus in many of our schools (DEI work) and also in our diocesan camp, Camp Stevens. Congregations are also regularly engaged. We have had entire deaneries participate in MY Work To Do.
Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?	Yes
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
What assistance or resources would help you to take the next steps around Truth and Reconciliation?	A relational partnership with TEC people doing this work and opportunities to network with others doing this work at this level.

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:	Sanctuary Task Force and the Bishop's Commission Gospel Justice and Community Safety. Also, beginning a commission on climate change.
What assistance or resources would help you to take the next steps around Proclaiming the Dream?	Networking and partnership with others doing the same work.

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
Internalized oppression training
Doctrine of Discovery training
Racial healing, reconciliation and justice pilgrimages
Liturgies of repentance and lament
Liturgical resource development
Incorporation of non-dominant cultural expressions in liturgy
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race
Storytelling circles, including Beloved Community Story Sharing

Please describe the efforts related to the boxes checked above:

see above. It's pretty much in everything we do

What assistance or resources would help you to take the next steps around Practicing the Way?

Networking and partnerships with others engaged in these ministries.

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
Asset-based Community Development
Jubilee Ministries
Economic Justice Assemblies
Poor People's Campaign

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

Learning
Local engagement
State engagement
Federal 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?

Learning
Local engagement
State engagement
Federal engagement

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

Learning
Local engagement
State engagement
Federal engagement

At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?	Learning Local engagement State engagement Federal engagement
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?	Learning Local engagement State engagement
At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?	Learning Local engagement State engagement Federal engagement
At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?	Learning Local engagement
At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?	Learning Local engagement
At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?	Learning Local engagement
Please describe the efforts related to the boxes checked above:	See above. We are doing so much learning, listening, meeting, gathering, discussing, planning, and strategizing.
What assistance or resources would help you to take the next steps around Repairing the Breach?	We have not heard about From the Pew to the Public Square training but are very intrigued!

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?	Yes! We have named to staff members who are point people for the racial justice work but in reality this ministry is first and foremost lead by Bishop Bruce, our (soon to be leaving us) Bishop Suffragan and also Bishop Taylor has made this a priority of his episcopate. Both Bishops and the Canon to the Ordinary regularly attend, listen, learn, advocate, preach, write, and engage in these ministries across our diocese and across TEC. While we have now named 4 of us on Diocesan staff (two staff, two bishops), please know this is a major focus for all of our staff and also widely at the congregational level.
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