

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	Eugene Taylor Sutton	Rev. Pan Conrad
Title	Bishop	
Organization	Diocese of Maryland	Truth and Reconciliation Commission
Diocese	Maryland	
Email	esuttom@episcopalmaryland.org	pconrad@saintalbanschurch.org

Contact Phone Number (include country code if outside U.S.) 4104671399

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

Please describe the efforts related to the boxes checked above:	Much of our work in these categories began much more than 12 months ago. We regularly consider race in helping congregations assess their contextual ministry. Our COM has been actively discussion racial equity in recruiting POC for priesthood (we have many more POC in diaconal formation currently). We recently hired a POC on the staff and consistently give preference to racial and other diversity when all else is equal. Approx 1/3 of our diocesan staff are POC (including the bishop diocesan, two priest and one archdeacon). FWIW we also have 4 LGBTQ folks on staff (almost 20%).
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"). Other: Developed a reparation initiative with a monetary fund
Please describe these Truth and Reconciliation process efforts:	Trails of Souls (https://trailofsouls.org/) Reparations workshops, book studies and dialogues Extensive anti-racism training
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.	Truth and Reconciliation Commission Contact: the Rev. Pan Conrad (pconrad@saintalbanschurch.org)
Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.	Congregation Camp/Conference Center
Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:	A number of congregations have studied their history and taken tangible actions, including posting historical information (slave galleries, restoring graves/grave markers, setting aside reparations funds). Our camp and conference center has a marked and historically interpereted gravesite with the remains of an enslaved person who helped farm the property. The board is continuing to grapple with the history of systemic racism on the property.
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/4454240/112652514/841083899/112652514_trailofsouls.png

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)

Offer public witness (editorials, public speaking, protests and vigils)
Participate in efforts to generate a local or regional vision for racial healing

Please describe the efforts related to the boxes checked above:

We continue to engage in this with our ecumenical partners in the City of Baltimore. We have regions of the diocese where local congregations are doing likewise, particularly in Calvert County in Southern Maryland (lots of historical ties to tobacco).

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)

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:

Much of this is ongoing work begun much longer than 12 months ago. Not as much has been done during the pandemic due to gathering restrictions.

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
Economic Justice Assemblies

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

Learning
State engagement

<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>Local engagement State engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</p>	<p>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>Local engagement State 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>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>Local engagement State engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</p>	<p>Learning Local engagement State engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</p>	<p>Local engagement State engagement</p>
<p>Please describe the efforts related to the boxes checked above:</p>	<p>In addition to congregational and diocesan initiatives, we have a strong advocacy presence at the state house level.</p>
<p>In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?</p>	<p>Continuing to tell our story as we keep uncovering it. Advocating publicly, especially in Baltimore, but also in more rural areas through local congregations' initiative.</p>

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?

As much as we consider ourselves pioneers, there is still a huge mountain to climb.