

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. 1-5: Canon Jo Ann Hardy
pp. 6-10: The Rev. Sister Veronica Dunbar**

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

Introductory Info

Name Jo Ann Hardy

Title Canon to the Ordinary

Organization EPISCOPAL DIOCESE OF MICHIGAN

Diocese Michigan

Email JHARDY@EDOMI.ORG

Contact Phone Number (include country code if outside U.S.) 3138334422

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: 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: Reorganization of Bishop's staff opened opportunities to increase people of color on staff, and to promote existing staff of color.

Efforts are being made to identify lay people of color for diocesan leadership opportunities and discernment for ordination.

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) 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 a team that is interviewing bishops and staff from other dioceses and institutions regarding their efforts in reconciliation and reparations.

Questions asked:

What has gone well? How were your efforts received in your diocese?

What are pitfalls that we should avoid? Where is a good place to start?

Etc....

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

Yes

Name

The Rev. Veronica Dunbar

Email

sistervee@edomi.org

Are they a staff member or volunteer?

Staff

Would you like to identify another leader?

Yes

Name

Jo Ann Hardy

Email

jhardy@edomi.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.

Diocesan Reparations & Reconciliation Research Group as described above.

The Rev. Sister Veronica Dunbar
sistervee@edomi.org

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?

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?

Yes

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

We are still gathering information and plan to share our findings at our Diocesan Convention Oct. 2021

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 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:

Bishop's sermons, involvement in local media (television news and print media).

Development of 2 year program with EDS/UTS "Social Justice in the Anglican Tradition". Will be required for all in the discernment process. 29 students from Diocese of Michigan enrolled.

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
Liturgies of repentance and lament
Incorporation of non-dominant cultural expressions in liturgy
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:

Beginning diocesan wide push to incorporate Sacred Ground groups in all congregations.

Bishop continues to preach and educate on race and racism.

Diocesan wide book studies:
Caste by Isabella Wilkerson
Radical Welcome by the Rev. Stephanie Spellers

Planned and organized multi-diocesan service of lament remembering Mr. George Floyd (May 2021)

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”? Learning

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”? Learning

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? Learning

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

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

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

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

Please describe the efforts related to the boxes checked above:

Financial support of EPPN and Poor People's Network

Diocesan wide educational event planned on Youth and the Criminal Justice System.

Mentioned in previous question the Reconciliation and Reparations Research Team. Work will be concluded in September 2021. Following research results, plans will be made on beginning diocesan wide education on the subject of reconciliation.

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?

We are especially encouraged by the development of the EDS/UTS Social Justice in the Anglican Tradition course.

Another encouragement was the energy and cross-diocesan involvement in the memorial service for Mr. George Floyd.

The diocese will continue to offer training opportunities for training in Community Organizing through the Industrial Areas Foundation.

We will continue to seek opportunities to learn more about how we can be impactful in advocacy surrounding discriminating practices in housing, education, voting rights, food insecurity and economic development in our diocesan communities.

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	Veronica Dunbar
Title	Reverend
Organization	The Whitaker School
Diocese	Michigan
Email	sistervee@edomi.org

Contact Phone Number (include country code if outside U.S.) 5866123189

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:

- 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 address racial disparities in treatment of leaders across the diocese, congregation or institution

Please describe the efforts related to the boxes checked above: Developing a strategy for the vitality of historically black congregations; researching recruitment of potential clergy of color, and looking at ways to lower barriers to ordination for 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)	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:	Task Force for Reparations began its preliminary work to gather information on best practices from other Dioceses and institutions that have begun reparations. Looking at how our church culture welcomes or excludes persons who are not of the dominant caste.
Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries?	Yes
Name	Veronica Dunbar
Email	sistervee@edomi.org
Are they a staff member or volunteer?	Staff
Would you like to identify another leader?	No
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, Marc Robinson, Chair: marc@mrstrategy.com
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:	Honoring the original inhabitants of the land the congregation is on (St. Clare of Assisi, Ann Arbor); 13 congregations have formed and are continuing Sacred Ground circles; we are preparing a Diocesan-wide Sacred Ground program to include small congregations and people who are interested in engaging in Sacred Ground but do not have a circle forming in their congregation.

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?

Yes

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

In addition to the work at Diocesan and congregational level, other congregations and lay leaders have reached out to begin taking action toward racial justice.

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)

Please describe the efforts related to the boxes checked above:

George Floyd Memorial Service; Bishop Perry regularly engages in public speaking and participates in civic and ecumenical events, as well as submitting editorials.

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
Internalized oppression training
Doctrine of Discovery training
Liturgies of repentance and lament
Incorporation of non-dominant cultural expressions in liturgy
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:

Diocesan-wide Sacred Ground is currently forming; individual congregations are studying the history of the land on which they find themselves and honoring the aboriginal inhabitants; intentionally including non-dominant cultural expressions in Diocesan-wide liturgies (including our upcoming Convention)

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

<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</p>
<p>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</p>	<p>Learning</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>Not yet engaged</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</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:

Engaging in state-wide expungement "fairs"; letter-writing campaigns against voter suppression; Reparations Task Force focusing on historical redlining, and the destruction of black neighborhoods and inherited wealth through the urban renewal and transportation policies of the 60s and 70s.

Conclusion
