

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
- 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

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 2021, we have started the intentional process of studying reparations and what that would look like in our diocese. We are studying this process to include not just repentance for our treatment of African peoples and their descendants, we are also studying how to repent for our treatment of indigenous peoples.

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.

The Ministry for Racial Justice and Healing.
Chair: Ms. Caroly Lanier, carolylnanier@hotmail.com

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
Other Episcopal-Affiliated Institution

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/4454240/112652514/839651374/112652514_mrjh_strategic_plan_2020_final.pdf

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

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
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race

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
Poor People's Campaign

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

Learning
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?

Learning
Local engagement

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

Learning
Local engagement

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

Learning
Local engagement
State 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
At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?	Learning Local engagement
At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?	Not yet engaged
At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?	Learning Local engagement Tribal engagement State engagement
At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?	Learning Local engagement
In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?	Our Executive Board has appointed a special committee to help raise \$1 million toward reparations and to study what reparations could look like within our diocese.
What assistance or resources would help you to take the next steps around Repairing the Breach?	We'd love to see what other dioceses are doing and what are expert suggestions.

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?	Our Diocese is in the process of hiring its first Minister for Racial Justice and Healing. It is an inaugural and full-time role. The person will begin in Fall 2021.
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