



Racial Justice Audit: Anonymous Survey of Representative Diocesan Leadership of The Episcopal Church

AN INVITATION TO PARTICIPATE IN THE RACIAL JUSTICE AUDIT OF EPISCOPAL CHURCH LEADERSHIP

Dear diocesan leaders,

As your Presiding Bishop and President of the House of Deputies, we have been heartened by the church's broad and energetic engagement in *Becoming Beloved Community: The Episcopal Church's Long Term Strategic Commitment to Racial Healing, Reconciliation, and Justice (BBC)*.

One of the disciplines of *Becoming Beloved Community* is *Telling the Truth about Our Churches and Race*. At the church-wide level, we are responding to this charge by gathering demographic information about the church's major bodies and institutions and a representative sample of dioceses, in order to learn more about the racial, cultural, and ethnic make-up of our church (WHO we are). This quantitative data will then be paired with an analysis of the experience of racism across the church's leadership, organizations and bodies (HOW we are).

We have enlisted the Mission Institute - an organization rooted in the Diocese of Massachusetts that helps congregations and communities to dismantle institutional racism and achieve racial equity - to collect and analyze demographic information on the leadership of The Episcopal Church. The Mission Institute began this engagement in the Summer of 2018 at General Convention in Austin, Texas, with a series of surveys and interviews that helped to establish methods and initial observations that would shape the work ahead. That insightful report is now available on The Episcopal Church's Racial Reconciliation website (www.episcopalchurch.org/reconciliation).

The effort continues now with a comprehensive survey of the diocesan leadership for a representative group of dioceses – three from each province. These dioceses were selected by the Episcopal Church's Executive Leadership Team in close consultation with Church Pension Group, which has sorted U.S. dioceses into 12 groups based on similarities in a) parochial report data, b) Census demographic and socioeconomic data and c) geography. Data collection continues into Spring 2020, with analysis and a final report on *"Telling the Truth about Our Churches and Race"* by Winter 2021, in advance of General Convention in Baltimore, Maryland.

Today, we are interested in your reflections as one of your diocese's key leaders and/or staff. The survey explores who you are and how you have experienced entering the organization and serving in your particular capacity. The results of the survey will provide important demographic data and some insight into the ways that diocesan leaders have experienced or observed inequities that might be connected to racism.

For this anonymous online survey, you will not be asked your name or your contact information. Any information that you give will not be traced to you in any way. You also are free to leave optional questions unanswered and still continue the survey. If you indicate willingness, the Mission Institute may follow-up with an in-person or web discussion of your experience and observations.

In order to incorporate your experiences into the project report in a timely fashion, please complete the survey on or before Monday, March 16, 2020. The survey is designed to take no more than 30 minutes to complete.

Thank you for taking time to share and lead our whole church in this important process. If you have any questions, please feel free to contact the Rev. Katie Ernst, Co-Director of the Mission Institute, at missioninstitute.ma@gmail.com. We are grateful for your partnership as we all seek to truly become God's Beloved Community.

The Most Rev. Michael B. Curry
Presiding Bishop and Primate of The Episcopal Church

The Rev. Canon Gay Clark Jennings
President of the House of Deputies

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DEMOGRAPHICS

Demographic data helps us better understand who we have surveyed, and allows us to look for patterns in how different communities are impacted by racism and other issues.

* 1) What is your order of ministry in The Episcopal Church?

- Layperson
- Deacon
- Priest
- Bishop

* 2) Age

- 25 or under
- 26-40
- 41-55
- 56-70
- 71+

* 3) How do you identify your gender?

- Transgender / Non-binary / Genderqueer
- Female
- Male
- Prefer not to say
- Prefer to self describe

* 4) How do you identify your sexual orientation?

- Lesbian / Gay / Homosexual / Bisexual / Queer
- Straight/Heterosexual
- Prefer not to say
- Prefer to self describe

* 5) What is the highest level of education you have completed?

- Did not complete high school
- High school diploma or equivalent
- Trade/technical/vocational training
- Some college
- Associate's degree
- Bachelor's degree
- Master's Degree
- Doctorate
- Prefer not to say
- Other (please specify)

* 6) How do you describe your socioeconomic class *background*?

- Poverty level
- Working class
- Middle class
- Upper class
- Prefer not to say
- Prefer to self describe

* 7) How do you describe your *current* socioeconomic class?

- Poverty level
- Working class
- Middle class
- Upper class
- Prefer not to say
- Prefer to self describe

* 8) How do you describe your physical ability?

- Disabled / Differently-abled / Handicapped
- Able-bodied
- Prefer not to say
- Prefer to self describe, or further explanation

* 9) Please select ALL descriptions that express how you understand your racial and ethnic heritage:

- Indigenous, Native American, or Alaskan Native
- Hawaiian or Pacific Islander
- Middle Eastern or Arab American
- South Asian or Indian American
- East Asian or Asian American
- Euro-American
- Latino/a/x, Hispanic American, or Mestizo
- Latino/a/x, Hispanic American, Afrodescendiente
- Afro-Caribbean
- African immigrant
- U.S. African Descent
- Black
- White
- Not listed (please specify)

* 10) Please choose ALL that apply.

- I was not born in the United States
- I was born in the United States
- I do not live in the United States
- I live in the United States
- I immigrated to the United States after birth
- One or more of my parents immigrated to the United States
- One or more of my grandparents immigrated to the United States
- Other (please explain)

* 11) Of which Diocese of The Episcopal Church are you a member?

* 12) Of which leadership body are you a member in your Diocese?

- Standing Committee or its equivalent (bishop's council of advice and ecclesiastical authority in absence of a bishop)
- Commission on Ministry or its equivalent (ordained [and sometimes non-ordained] vocations)
- Diocesan Council or its equivalent (diocesan program and business between conventions)
- Trustees or its equivalent (investments, property and trusts)
- Diocesan Staff

* 13) For how many years have you served as a member of this leadership body?

- 0-3 years
- 3-6 years
- 6-9 years
- more than 10 years



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YOUR EXPERIENCE

The remaining questions focus on your experience as a member of a leadership body within your diocese. Your responses are confidential and anonymous.

* 14a) To the position which you currently hold, were you:

- Hired
- Elected
- Appointed
- Other (please specify)

* 14b) Consider the process of hiring, election, or appointment to the leadership body on which you currently serve in your diocese. How did you feel about the following aspects of the process?

	Included	Neutral	Marginalized
Access to information provided about the position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Languages used throughout the process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication with your diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Culture(s) represented throughout the process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reception by members of your leadership body	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Orientation to your role as a member of your leadership body	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please list below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

* 14c) Consider the experience of serving as a member of the leadership body on which you currently serve in your diocese. How do you feel about the following aspects of the experience?

	Included	Neutral	Marginalized
Communication with your diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navigating the diocesan structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navigating the diocesan culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community of those with whom you serve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decision making associated with your role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please list below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

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* 15) Which of the following is closest to your definition of race:

- Who you are biologically/genetically or your ancestry
- Physical characteristics (e.g. skin color)
- Human-made categories of people
- Ethnicity or culture
- All of the above
- None of the above
- Other (please specify)

* 16) Which of the following is closest to your definition of racism:

- Racial prejudice or discrimination
- A system that grants power to one social group
- Racialized violence or hatred
- All of the above
- None of the above
- Other (please specify)

17) Please use your own understanding of race and racism to describe where and how—if at all—you saw issues of race and racism come up during the process of becoming or serving as a member of your diocesan leadership body.

* 18) To what extent have you EXPERIENCED the following things in your time as a diocesan leader?

	Not at all	Occasionally	Frequently
You were treated with less courtesy or respect than other church leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You did not feel supported in your ministry and leadership.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You received feedback on how you speak, dress, or interact with people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acted as if they thought you were not smart.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acted as if they were afraid of you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acted as if they thought you were dishonest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acted as if you were not as good as they were.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People did not have knowledge about or were not curious about your culture and context.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You were called names or insulted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You were intimidated, harassed, or suppressed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acted as if you knew less about finances.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

19) Is there anything else you would like to tell us about your experience(s)?

20) What do you think was the MAIN REASON for this/these experience(s)?

- Your ancestry or national origin or ethnicity (e.g., being Latino/a/x)
- Your gender or sex
- Your race
- Your age
- Your sexual orientation
- Your socioeconomic class background
- Your current socioeconomic class
- Your level of education
- Your physical or mental ability
- Don't know
- Other (please specify)

21) Please check ANY OTHER FACTORS that you believe may have contributed to this/these experience(s):

- Your ancestry or national origin or ethnicity (e.g., being Latino/a/x)
- Your gender or sex
- Your race
- Your age
- Your sexual orientation
- Your socioeconomic class background
- Your current socioeconomic class
- Your level of education
- Your physical or mental ability
- Don't know
- Other (please specify)

* 22) To what extent did you NOTICE the following with your fellow diocesan leaders?

	Not at all	Occasionally	Frequently
A person of color being treated with less courtesy or respect than other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person of color receiving less support than other people in a similar role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person of color receiving feedback on how they speak, dress, or interact with people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acting as if they think a person of color is not smart.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acting as if they are afraid of a person of color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acting as if they think a person of color is dishonest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acting as if a person of color does not have the full power and authority deserving of a member of the diocesan leadership body.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People not having knowledge about or not being curious about a person of color's different culture and context.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person of color being called names or insulted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person of color being intimidated, harassed, or suppressed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People acting as if a person of color knows less about finances.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

23) What do you think was the MAIN REASON for this/these experience(s)?

- The person's ancestry or national origin or ethnicity (e.g., being Latino/a/x)
- The person's gender or sex
- The person's race
- The person's age
- The person's sexual orientation
- The person's socioeconomic class background
- The person's current socioeconomic class
- The person's level of education
- The person's physical or mental ability
- Don't know
- Other (please specify)

24) Please check ANY OTHER FACTORS that you believe may have contributed to this/these experience(s):

- The person's ancestry or national origin or ethnicity (e.g., being Latino/a/x)
- The person's gender or sex
- The person's race
- The person's age
- The person's sexual orientation
- The person's socioeconomic class background
- The person's current socioeconomic class
- The person's level of education
- The person's physical or mental ability
- Don't know
- Other (please specify)

25) Is there anything else you would like to tell us?



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26) Is there anything more you would like to communicate with us about your experience of race and racism as a diocesan leader, or anything else that feels relevant?

On the next page, after submitting the survey, there will be an opportunity for you to give additional information if you would like to be considered for a possible interview. Your contact information will not be connected in any way to your responses to this survey.