

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 Karen Anderson

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Organization Diocese of CNY

Diocese Central New York

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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
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 in membership

Please describe the efforts related to the boxes checked above:

Our clergy and leadership were encouraged to participate in the Racial Justice Audit of Episcopal Leadership. We have been engaged in studying our participation in systemic oppression of Indigenous people, as well as early stages of other systemic oppression as a diocese and have encouraged individual parishes to also explore their roles in systemic racism. Individual parishes have researched their ties to indigenous land which we now occupy and been in contact with local indigenous organizations.

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; 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 are in the early stages of this work, but have plans to expand our investigations and hold services of healing and repentance over the next few months and in the future. We are in the planning stages of having some liturgy at our Diocesan Convention in November. Bishop DeDe Duncan-Probe has been working with the interfaith community in Syracuse and the Onondaga Nation to repair relations between the Diocese and the Nation.

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

Yes

Name

Karen Anderson

Email

karen.anderson1@icloud.com

Are they a staff member or volunteer?

Volunteer

Would you like to identify another leader?

Yes

Name

Stephanie Nevels

Email

snevels@ithaca.edu

Are they a staff member or volunteer?

Volunteer

Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process?

No

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:

Many of our congregations are represented on the anti-racism team and several of them have investigated their history with indigenous peoples. Most of the land in this diocese was once occupied by indigenous people. We passed a resolution at our 2020 Diocesan Convention to Research, compile, and distribute information about the ways in which our diocese has often upheld, and at times resisted, the oppression of BIPOC communities in Central New York, and

2. Discern concrete steps we may take as a diocese, both collectively and individually, to make reparations for our role in these systemic injustices.

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

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:

Some of our parishes have held book studies that were open to anyone to read and discuss.

Some of our parishes held weekly sessions of sharing stories of personal experiences with systemic racism.

Many of our parishes were actively involved in police reform evaluations on a local level.

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
Liturgies of repentance and lament
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:

We have had parishes participate in Sacred Ground as well as our Diocesan Staff.
Many of our staff and clergy and lay people have taken advantage of Anti-racism training on line this past year
We are organizing a liturgy of repentance and lament that we hope to encourage folks from around our diocese to share.
Many of our clergy and lay preachers have preached on race and racism.
Many of our parishes have had book studies and we as a Diocese held a book read and discussion on Debbie Irving's Waking Up White.

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
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

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?

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

Conclusion
