

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
Submission Time: September 7, 2021 11:02 am
Browser: Chrome 93.0.4577.63 / Windows
IP Address: 98.186.24.24
Unique ID: 857176136
Location: 37.750999450684, -97.821998596191

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

Introductory Info

| | | |
|--|---------------------------------|--|
| Name | Ian Douglas | Ranjit Mathews |
| Title | Bishop Diocesan | Canon for Mission Advocacy, Racial Justice, and Reconciliation |
| Organization | Episcopal Church in Connecticut | |
| Diocese | Connecticut | |
| Email | rmathews@episcopalct.org, | |
| Contact Phone Number (include country code if outside U.S.) | (203) 639-3501, x105 | |

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 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:

Racial Justice audit was completed. Diocesan archivist in collaboration with RHJR Network and individual congregations have begun to study historic complicity in slavery and racism. Individual communities of faith are required to engage in self study per diocesan resolution Most search processes at the diocesan level require representation racial minorities in the candidate pool. Systemic racism and anti-black bias has been identified as a twin pandemic along with COVID.

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:

2018 Convention proclaimed an initial 2-year Season of Racial Healing, Justice and Reconciliation. 2020 Convention resolution extended that indefinitely, originally titled Acknowledging and Confronting Systemic Racism, White Supremacy, and Anti-Black Bias in Our Nation and The Episcopal Church in Connecticut: Continuing the Season of Racial Healing, Justice and Reconciliation. The resolution calls upon the Bishops to create a Task Force on Reparations, which was constituted in April 2021.

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

Yes

Name

The Rev. Canon Ranjit Mathews

Email

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.

There are two groups:

1. Racial Healing Justice and Reconciliation Ministry Network is a network led by lay and clergy volunteers to promote racial justice at the local, regional and diocesan level. Leaders: The Rev. Rowena Kemp and Dr Suzy Burke. [REDACTED]. [REDACTED]
2. ECCT Reparations Task Force, established by 2020 resolution. Co-conveners: Cheryl Sharp, Esq. and The Rev. Dr. Donald Hamer. [REDACTED]; [REDACTED]

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
Camp/Conference Center
Other Episcopal-Affiliated Institution

Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:

All congregations and ECCT-affiliated entities are called to this ongoing work by the 2020 resolution.

Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?

Yes

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?

A TEC clearinghouse for all such initiatives to promote networking at the national level.

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

Please describe the efforts related to the boxes checked above:

ECCT congregations and ECCT-wide initiatives are actively engaged with the wider community in promoting racial justice awareness, advocacy and grass roots efforts including legislative and institutional changes at the local, state and national levels. We are also actively engaging with other faith communities and social justice advocates around the state and beyond to create a synergy among and between all allies, secular and religious. Several action groups were developed as a result of "World Cafe" discussions at Convention, which led to further collaboration with state-wide advocacy groups promoting racial and social justice.

What assistance or resources would help you to take the next steps around Proclaiming the Dream?

Resources from TEC are very helpful, and the Sacred Ground series is enjoying widespread success. Again, a TEC-wide resource for everyone to share information and create a dynamic TEC-wide conversation on racial justice in the church and throughout society would advance the cause.

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
Racial healing, reconciliation and justice pilgrimages
Liturgies of repentance and lament
Liturgical resource development
Incorporation of non-dominant cultural expressions in liturgy
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race
Storytelling circles, including Beloved Community Story Sharing

Please describe the efforts related to the boxes checked above:

Sacred ground dialogue circles are taking place at the regional and congregational levels. The Bishops and Canons along with the RHJR Network leadership participated in a 3-day Anti-Racism training with the Peoples Institute for Survival and Beyond. Per the 2020 resolution, all ECCT staff, and all paid staff, governing lay leaders of parishes and worshipping communities and intentional Episcopal communities, along with those appointed or elected to any diocesan-wide office are required to complete an approved anti-racism training course within the first year of service following election or appointment. The RHJR Network has led two pilgrimages (one to Rhode Island, the other to Washington, D.C.). A planned 2020 pilgrimage to Alabama was postponed due to COVID. The RHJR Network, in cooperation with the Bishops and Canons, have held two services of lament via ZOOM in the wake of the George Floyd killing. During the 2021 and 2022 cycles of parish visitations, the Bishops are making racial justice the focus of their visitations. In addition, in order to maintain good standing in the diocese, each congregation or worshipping community must submit annually, along with a copy of their parochial report, an addendum detailing efforts made at the congregational level to further the goal of addressing systemic racism, white supremacy and anti-Black bias.

What assistance or resources would help you to take the next steps around Practicing the Way?

A curated resource list of how other dioceses are addressing these issues and opportunities to share learnings and best practices.

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
Other: Initiatives as detailed above.

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
State engagement

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

Local engagement
State engagement

| | |
|--|--|
| At what levels is your diocese, congregation or institution engaging with “Immigration Reform”? | Local engagement State engagement Federal 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 State engagement |
| At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color? | Learning Local engagement State engagement |
| At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”? | Learning Local engagement State engagement |
| At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”? | Learning Local engagement State engagement |
| Please describe the efforts related to the boxes checked above: | All activities have been described in previous responses. In addition, leaders of our racial healing, justice and reconciliation ministry network are involved in provincial networks, as well as our Bishops are actively engaged in these issues locally and nationally. |
| In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach? | See previous responses. |
| What assistance or resources would help you to take the next steps around Repairing the Breach? | Working with and learning from other dioceses and the shared experiences of other denominations, educational institutions (e.g., Virginia Theological Seminary) and other public institutions. |

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?

This is challenging work and ways to help care for those on the frontlines of this work will be helpful.