

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 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:

Many of these efforts are in the beginning stages, but they have begun. We are currently undertaking a study of our participation in the oppression of the Seneca Nation, as they are a large presence in the Diocese of Western New York, and will begin work on studying our role in a broader context. Our Commission to Dismantle Racism and staff members have also begun intentional studies and surveys to look at what will be needed in our context to not only increase the proportion of people of color among clergy and staff, but to make sure that our partnership is a safe place for them to engage ministry.

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;

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

Yes

Name

Gabrie'l Atchison

Email

Are they a staff member or volunteer?

Staff

Would you like to identify another leader?

Yes

Name

Twila Smith

Email

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.

We have a Commission to Dismantle Racism and Discrimination. The chair of that group is the Rev. Matt Lincoln who can be reached at

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:

We passed a resolution at our last convention for congregations to begin this work. Our Commission is laying the groundwork with them now to begin these conversations.

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

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

Please describe the efforts related to the boxes checked above:

The bishop and other leaders have participated in writing editorials, holding prayer events with other local leaders, participating in marches and protests, and are engaged with civic groups in their work around race justice.

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 completed 2 partnership wide Sacred Ground sessions last year and are planning on beginning two more this year. We have congregations also using Sacred Ground at their level as well. Our convention liturgy centered on repentance and race issues last year. Our bishop and a number of clergy and lay preachers have preached on issues of race in the last year. We also completed a few book studies open to the whole partnership.

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: None of the 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

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

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
Local engagement

Conclusion
