

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:

- Demographic study of congregations, 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

Please describe the efforts related to the boxes checked above:

We have engaged in a process of companionship with Ethnic Ministries Circles of Color, organized first by the Rev. Rachel Taber Hamilton. Circles of Color has gathered BIPOC members from throughout the Diocese for mutual support and to resource congregations and the Diocese to support ethnic ministries.

As a part of these efforts we offered truth-telling liturgies and presentations at our last Convention as a beginning. We also offered an Indigenous-themed Diocesan Liturgy followed by conversation on race open to all members of the Diocese (about 500 participated).

After about 1 year of intensive Anti-Racism work among the staff of the Bishop's Office and Governing Bodies we are reorganizing our staffing and resourcing to better support BIPOC members of congregations and clergy.

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:

Our Diocesan Convention passed several resolutions in 2020 that included funding a BIPOC ministry fund to support underpaid BIPOC ministers in ethnic congregations. The resolution requires 2% of operating expenses be allocated to this fund.

We also are investigating the establishment of a Center for Racial Justice patterned on the Absalom Jones Center for Racial Healing model, but focused on historic and present racial injustice directed at minority populations present in the Pacific Northwest, particularly Indigenous People and Asian American Pacific Islanders.

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 Bishop's Office is working with the Ethnic Ministries, Circles of Color on specific endeavors to repair the breach by supporting and revitalizing ethnic congregations in our diocese.

The Rev. Rachel Taber-Hamilton, chaplain@whidbey.com

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 engaging in the Sacred Ground Curriculum. We have also encouraged and supported formation activities around the Doctrine of Discovery and how congregations can care for BIPOC clergy impacted by Racism in the world and in the church.

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? I would welcome a list of questions that can help a Diocesan leadership team, 1) identify the places to focus their work, 2) help contextualize effective TRC strategies in different organizational climates and cultures.

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)

Please describe the efforts related to the boxes checked above: Because we feel like there is a lot of trust to rebuild in our organization by victims of racism and perpetrators, we are just beginning to cast a vision based on the stories we are sharing.

For many years, our Bishop and other leaders have engaged in Anti-Racism in the public square and encouraging/modelling political action.

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
Liturgies of repentance and lament
Liturgical resource development
Incorporation of non-dominant cultural expressions in liturgy
Preaching on race and racism
Storytelling circles, including Beloved Community Story Sharing

Please describe the efforts related to the boxes checked above:

The Diocese of Olympia has prayed together with great intention around both healing the trauma of racism in our midst and resetting our norms around how we do things.
We have published liturgical resources for congregations to lament the role racism has played in our common life. Our Bishop and other leaders frequently preach about racism.
We support congregations undertaking Sacred Ground Circles.
We fund the Ethnic Ministry/Circles of Color efforts at story-telling and mutual support in safe spaces.

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:

Poor People's Campaign

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

Learning

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

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

Learning
Federal engagement

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

Learning
Local 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

At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?

Learning

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

Please describe the efforts related to the boxes checked above:

The Diocese of Olympia has a robust Refugee Resettlement Ministry and has two congregations formed by refugee communities. Our local engagement on economic opportunity is rather self-centered. We are working on equity in compensation for church workers and clergy of Color. A member of a local congregation with significant organizing experience in environmental movements is helping our diocese incorporate Environmental Racism concerns into the work of caring for God's Creation.

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?

We are working hard to support:

1. Individual leaders in identifying their part in replicating racist systems and changing their behaviors.
2. Congregations in gathering tools for understanding the impact of Racism on their lives and ministries.
3. Systemic changes including: Budget allocation, membership in critical leadership groups (Commission on Ministry, Diocesan Council, etc)
4. Episcopalians of Color, lay and ordained who need spaces to talk about how they have experienced racism in the church and how they might articulate God's dream for our beloved community.
