

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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Diocese	San Diego	
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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
- 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

Please describe the efforts related to the boxes checked above: We are carefully studying the TEC racial justice audit and trying to learn from it. We have done great study of the diversity of our geographic community and are working to increase the diversity of leaders and evangelism.

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) Not yet engaged

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

Name Deann Rios

Email

Are they a staff member or volunteer? Staff

Would you like to identify another leader? Yes

Name Troy Elder

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? No

Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process. Not yet engaged

Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known: We have an extensive Sacred Ground program and other efforts in learning about racial justice issues. We have not moved beyond that to other actions, though we are considering how to do that.

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

What assistance or resources would help you to take the next steps around Truth and Reconciliation?

Any written guidance would be appreciated

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:

Many clergy, lay people, and diocesan leaders are engaged in ecumenical, interfaith, and community action for racial 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
Racial healing, reconciliation and justice pilgrimages
Liturgical resource development
Incorporation of non-dominant cultural expressions in liturgy
Preaching on race and racism

Please describe the efforts related to the boxes checked above:

Lots of engagement with Sacred Ground. All clergy take anti-racism training, and we are looking at upgrading that training. Our youth have taken racial reconciliation pilgrimages (virtual during Covid time). We have worked hard on incorporating multicultural liturgical resources, especially in Spanish. Many clergy preach on racial issues.

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: Episcopal Migration Ministries and high engagement with border issues

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

Learning
Local engagement

<p>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?</p>	<p>Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</p>	<p>Learning Local engagement Federal engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</p>	<p>Learning Local engagement State engagement Federal engagement</p>
<p>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?</p>	<p>Not yet engaged</p>
<p>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</p>	<p>Learning</p>
<p>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</p>	<p>Learning Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</p>	<p>Not yet engaged</p>
<p>Please describe the efforts related to the boxes checked above:</p>	<p>We are very involved with border ministries and with refugee ministries (two different issues). We have done extensive work in both of these areas and are working closely with Episcopal Migration Ministries.</p>

In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?

We have individuals and congregations engaged in other aspects of this work such as prison ministry.

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 eager to learn and grow.