

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

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### Introductory Info

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**Name** Rev. Canon Anna Carmichael

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**Title** Rev.

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**Organization** Anti-Racism Commission

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**Diocese** San Joaquin

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**Email** anonanna@diosanjoaquin.org

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**Contact Phone Number (include country code if outside U.S.)**

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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

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### Section One: Telling the Truth About Our Churches and Race, including Truth and Reconciliation Processes (TRUTH)

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**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  
Intentional efforts to address racial disparities in treatment of leaders across the diocese, congregation or institution

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**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").

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

Yes

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**If yes, please summarize and provide the name of the commission/group, and a contact person with name and email address.**

Anti-Racism Commission  
The Rev. Canon Anna Carmichael  
canonanna@diosanjoaquin.org

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**Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.**

Congregation

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

Yes

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**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

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## **Section Two: Proclaiming the Dream of Beloved Community (PROCLAMATION)**

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**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)

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## **Section Three: Practicing Jesus's Healing Way (FORMATION)**

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**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  
Preaching on race and racism  
Diocesan or organization-wide reading of book(s) on race

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## **Section Four: Repairing the Breach in Institutions and Society (JUSTICE)**

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**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  
Asset-based Community Development

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

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**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?** Not yet engaged

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**At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?** Learning  
Local engagement  
State engagement  
Federal engagement

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**At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?** Learning  
Local engagement  
State engagement  
Federal engagement

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**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?** Not yet engaged

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

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**At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?** Learning

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**At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?** Learning  
Local engagement

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**At what levels is your diocese,  
congregation or institution engaging  
with “Reparations for Racial Justice”?**

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Not yet engaged

**Conclusion**

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