

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

Name	Bill Gittens
Title	Volunteer
Organization	Diocese of Tennessee
Diocese	Tennessee
Email	billgittens@comcast.net

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

Please identify whether you are answering this survey as a representative of an entire diocese or as a church or institution: Representative

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:	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
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Please describe the efforts related to the boxes checked above:	We have studied the history of our diocese, in regard to slavery, and in relation to the struggle for civil rights. We have engaged in intentional efforts in call and hiring to increase the proportion of people of color over the past decade.
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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;
Please describe these Truth and Reconciliation process efforts:	See above.
Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries?	Yes
Name	Bill Gittens
Email	billgittens@comcast.net
Are they a staff member or volunteer?	Volunteer
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.	See above.
Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.	Congregation
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

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)

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)	Anti-racism or dismantling racism training Racial healing, reconciliation and justice pilgrimages Liturgies of repentance and lament Liturgical resource development Preaching on race and racism
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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
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At what levels is your diocese, congregation or institution engaging with “Reimagining Policing and Criminal Justice Reform”?	Not yet engaged
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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”?	Local engagement
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At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?	Not yet engaged
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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?

Not yet engaged

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

Not yet engaged

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

Not yet engaged

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

Not yet engaged

Conclusion
