

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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<b>Diocese</b>	Western Massachusetts
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**Contact Phone Number (include country code if outside U.S.)** 8609165640

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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:** Church or Institution

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**If Church or Institution, please identify which kind of Episcopal entity you represent:** Congregation

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

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<b>Check all the Truth-telling ministries with which your diocese, congregation or institution has engaged over the last 12 months:</b>	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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**Please describe the efforts related to the boxes checked above:**

Support of Black Hispanic seminarian as he was ordained in 2021. Yeah!

Hired a Latina administrator in 2021.

We already have a large Hispanic membership with a service in Spanish, and as the pandemic allowed, we were active in growing that membership. We make sure to have both Black and Latinx representation on the Executive Committee and we recruited two new Hispanic lay members to replace two who were stepping down this year.

A White member of our congregation initiated the successful recruitment of a Black and a Latinx person to join the Diocesan Board of Trustees overseeing the investment of endowment funds. Prior to that the group was entirely white. This happened after their participation in Sacred Ground.

We also have many members who are African American, Caribbean American and African Immigrant and there may have been some increases there, but it is hard to tell with the pandemic. We have not been selective about recruitment other than the natural process of having faces of color in positions of leadership during livestreaming.

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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)**

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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**Please describe these Truth and Reconciliation process efforts:**

After having two circles using the Sacred Ground materials this year, we decided to have a service of repentance for white complicity in slavery and white privilege on the Sunday prior to Juneteenth. We had several articles and preaching about this so even those not in the circles were able to grow from the experience. Leaders from those circles have discussed actions to help make a difference in the racial injustices in our community, including teaming up with ROCA in their restorative justice work, and building community relationships with the local police, via the Dean's role as a chaplain as a starting point. Within our congregation we plan to use the ROCA circle model to have more open conversations between our Spanish and English speaking members and those of different races. Again, the pandemic is preventing those activities from moving forward.

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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?**

I don't know

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**Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?** I Don't Know

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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?** I don't know

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**What assistance or resources would help you to take the next steps around Truth and Reconciliation?** I'm not sure if this is different than what we have been doing prior to, during and after our Sacred Ground circles. We have been proactive in education about racism.

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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)** Offer public witness (editorials, public speaking, protests and vigils)

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**Please describe the efforts related to the boxes checked above:** Clergy and members participated in Black Lives Matter organized activities.  
  
As noted above, we have ideas for helping racial healing but it has not been possible to do much with continued social distancing.

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

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**Please describe the efforts related to the boxes checked above:** As noted above.  
  
Also, read The Vanishing Half by Brit Bennett in our book group largely focused on novels.

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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:** None of the above

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<p><b>At what levels is your diocese, congregation or institution engaging with “Reimagining Policing and Criminal Justice Reform”?</b></p>	<p>Learning Local engagement</p>
<p><b>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?</b></p>	<p>Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</b></p>	<p>Not yet engaged</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</b></p>	<p>Learning Local engagement</p>
<p><b>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?</b></p>	<p>Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</b></p>	<p>Not yet engaged</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</b></p>	<p>Not yet engaged</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</b></p>	<p>Learning</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</b></p>	<p>Learning</p>

**Please describe the efforts related to the boxes checked above:**

Policing and criminal justice described above  
Prison ministries are on hold because the institutions are closed to outsiders now. Some of our members are in post-release and they are helped as part of our pastoral work.  
Some White members have been looking for opportunities to assist in immigration reform, and locally some of our members are immigrants who are helped in mostly a pastoral manner.  
We sent a donation to a Martin Luther King Educational Center in late 2020 to help their efforts to assist disadvantaged children of color in Springfield to manage school during the pandemic. We normally host an after school tutoring service for children of color, but it was shut down this year.  
Our environmental awareness has been increasing, thinking about new activities, and part of that, especially after Sacred Ground is understanding the racial inequality in pollution and climate change. Reparations was discussed during Sacred Ground and many White participants started to feel like there was merit in the idea. Not much more beyond that.

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## **Conclusion**

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**Is there anything else you wish to share about your diocese, congregation or institution and its engagement with racial reconciliation and justice ministries, overall?**

Sorry if some of my things are not in the right categories, but you get the general idea. We are frustrated by continuing distancing due to the pandemic preventing more of these activities from developing in a more natural manner. But Sacred Ground led a core group of members into a journey that is now large enough and focused enough to want to address many of these issues. Prior to that we had been doing more one off things. Now we want to continue to learn and to change things.

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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	Tom Callard
Title	Dean
Organization	Christ Church Cathedral
Diocese	Western Massachusetts
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Contact Phone Number (include country code if outside U.S.) 4137362742

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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: Church or Institution

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If Church or Institution, please identify which kind of Episcopal entity you represent: Congregation

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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 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
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**Please describe the efforts related to the boxes checked above:**

Sponsored person of color for ordination.  
Encouraged 3 people of color to attend Diocesan discernment program.  
Hired staff person of color.  
Engaged in Sacred Ground program and studied the history of our diocesan and congregations participation in systemic oppression. Preached and offered service of repentance for participation in systemic injustice and slavery.

**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:**

Prompted by our participation in Sacred Ground, we had a service this spring dedicated to addressing historical ties to slavery in the Church and confessing our systemic participation in injustice. It was powerful.

**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 work begun with Sacred Ground is continuing and a group is being formed this fall. We do not yet know who the contact person is, but you can write to me tomcallard@gmail.com.

**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)**

Participate in local or regional efforts to examine the history of race and racism  
Participate in efforts to generate a local or regional vision for racial healing

**Please describe the efforts related to the boxes checked above:**

During the time of Covid we have not hosted groups or organized events like a public witness. Some of our members have participated in events organized after the death of George Floyd and other activities since then, and we have participated in Interfaith local efforts that look at the history of race/racism and a local vision of healing. These have been done online only.

**What assistance or resources would help you to take the next steps around Proclaiming the Dream?**

We have a bilingual and multi-cultural congregation (English and Spanish speaking Latino/Hispanic, African, Caribbean). We would like resources that can help us internally work together to explore beloved community - especially within the English/ Spanish speaking context.

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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  
Liturgies of repentance and lament  
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:**

We organized two groups of Sacred Ground participants, and had intense discussions on white privilege, among other topics. This spring we had a service dedicated to racial reconciliation, and we have planned to continued to meet and discuss and invite others to participate as well.

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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:**

None of the above

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

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?**

Local engagement

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

Not yet engaged

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**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?**

Not yet engaged

**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”?**

Local engagement

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

Learning

**Please describe the efforts related to the boxes checked above:**

We are beginning to work with a local organization that works with police and with people incarcerated on peace and reconciliation processes. We will train congregational members in the work of peace circles, which will then be able to be used in the community and also in our city. We have discussed work on immigration reform but at this point have not done any work on this topic. We have taken various steps the last several years to work on eco-justice and to safeguard the environment, including making infrastructural changes to our building and promoting recycling.

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## **Conclusion**

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