

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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**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:** Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color

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**Please describe the efforts related to the boxes checked above:** We are participating in the "Land History" resolution from VT's 2020 convention which encouraged congregations to study their history in order to trace the ways that systemic racism has and continues to shape our patterns of life.

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

Parish leadership participated in a "Bishop Hopkins Book Study" organized by the diocese in order to sit with and unpack VT's history of racism through Bishop Hopkins defense of slavery.

We have also started a monthly ministry on the church lawn: "Silent Vigil Against Racism." In which we hold signs and hold our hearts in prayer around the violent and death-dealing realities of racism in our own communities and lives.

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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?**

No

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

VT as a diocese has an "Anti-Racism Action Group" which is engaged with how to encourage individual parishes to be involved in some aspect of anti-racism work, but I'm not sure if it is the same as a "Truth and Reconciliation" group. I believe that the Becoming Beloved Community resources are wonderfully able to be a first step in this journey toward Truth and Reconciliation.

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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)  
Participate in local or regional efforts to examine the history of race and racism

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

Monthly prayer vigils outside of the church building. We have met frequently through the winter to examine the "White Supremacy Culture Characteristics" offered through the SURJ group as well as a series of reflections on Rev. Dr. Kelly Brown Douglas's book "Stand Your Ground."

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

I would love some materials I could distribute to my congregation showing how the programs we're working on connect to the TEC-wide programs.

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### **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  
Incorporation of non-dominant cultural expressions in liturgy  
Preaching on race and racism  
Diocesan or organization-wide reading of book(s) on race

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

I suppose the programs I've outlined for St Thomas & Grace really fall into this category! We have had two members of leadership participate in Sacred Ground circles (as a part of a diocesan-wide initiative). Both also went through a few training sessions to become leaders for Sacred Ground. We're also exploring the "From Many One" model of sharing stories about race and racism. I frequently (at least 1/month) preach about racism, and my others sermons are structured to engage with the "White Supremacy Culture" elements from SURJ in order to help us (we're a 99.9% white congregation) unpack our cultural assumptions together.

**What assistance or resources would help you to take the next steps around Practicing the Way?**

I think we're actually doing the most in this area!

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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

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

Not yet engaged

**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

<b>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</b>	Not yet engaged
<b>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</b>	Not yet engaged
<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>	Not yet engaged
<b>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</b>	Not yet engaged
<b>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</b>	Not yet engaged
<b>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</b>	Learning
<b>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</b>	Learning
<b>Please describe the efforts related to the boxes checked above:</b>	As a congregation we are becoming aware of environmental racism as a thing but have not yet taken steps to connect with groups like Milk With Dignity in VT who advocate for farm and dairy workers (VT is caught in a system of exploitation of immigrant BIPOC workers for the bulk of it's commercial dairy and vegetables).
<b>In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?</b>	We have had participation from parish leadership in the "Anti-Racism Action" group, but no concrete actions have come from that body yet.
<b>What assistance or resources would help you to take the next steps around Repairing the Breach?</b>	Honestly, I'm more interested in sitting in the discomfort because I notice a pattern of jerking toward action which results in a lot of talking and actually...less action. I mean that very specifically in my context in Brandon!

## Conclusion

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