

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
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**Note: This document includes TWO reports:
pp. 1-5: Bishop Mark Hollingsworth
pp. 6-9: Deborah Likins-Fowler, Commission on Racial Justice**

Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

Name Mark Hollingsworth

Title Bishop

Organization Diocese of Ohio

Diocese Ohio

Email mh@dohio.org

Contact Phone Number (include country code if outside U.S.) 2164709151

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 congregations, including racial and ethnic make-up
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 address racial disparities in treatment of leaders across the diocese, congregation or institution

Please describe the efforts related to the boxes checked above:

The Diocese of Ohio has engaged actively in Becoming Beloved Community, providing resources and encouragement to congregations and diocesan entities (Bellwether Farm, Trinity Cathedral, committees, and commissions). The Diocesan Council has taken a principal lead in this work, studying The Episcopal Church's Racial Justice Audit, reading and discussing books (White Fragility, The Church Cracked Open, etc.), and inviting congregations to do the same. In sub-committees, it has focused on Penance, Reparations, Partnerships, Structure and Goals, and Council Needs. A recent issue of the diocesan quarterly, ChurchLife, was dedicated to racism awareness and racial equity. A Liturgy of Penance has been developed and used by the Council, and is being prepared for use in parishes and the Diocesan Convention. Members of the Diocesan and Cathedral staffs have participated in Sacred Ground, as have a number of congregations and leadership groups.

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").

Please describe these Truth and Reconciliation process efforts:

See above.

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 2020 Diocesan Convention restructured the Commission for Racial Justice, which had been reconstituted and is working in collaboration with the Diocesan Council.

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

Congregation

Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:

Some individual congregations have begun this work.

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)

Offer public witness (editorials, public speaking, protests and vigils)
Participate in efforts to generate a local or regional vision for racial healing

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
Liturgies of repentance and lament
Liturgical resource development
Diocesan or organization-wide reading of book(s) on race

Please describe the efforts related to the boxes checked above:

Numerous Sacred Ground groups.
Reformed in-person anti-racism training curriculum and modification for online participation; required for all elected and appointed diocesan leaders.
Liturgical resources provided by Diocesan Council and Commission for Racial Justice.
Numerous book reading, both congregational and diocesan-wide.

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
Asset-based Community Development
Jubilee Ministries
Poor People's Campaign

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

Learning

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?

Learning
Local engagement

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

Learning
Local engagement

At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?

Learning
Local engagement

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?

Learning
Local engagement

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

Learning
Local engagement

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

Learning

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

Learning
Local engagement

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

Learning

Conclusion

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Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

Name	Deborah Likins-Fowler
Title	Mrs.
Organization	Trinity Cathedral, Cleveland
Diocese	Ohio
Email	dlikinsfowler@gmail.com

Contact Phone Number (include country code if outside U.S.) 440-669-6684

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

Please describe the efforts related to the boxes checked above: The Commission for Racial Justice in the Diocese of Ohio is in the process of establishing a 'safe space' for persons of color (1) who are somewhere in the ordination process; and (2) who have experienced some kind of human resources 'incident' (from micro-aggressions to trauma) in their churches.

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	Margaret D'Anieri
Email	mdanieri@dohio.org
Are they a staff member or volunteer?	Staff
Would you like to identify another leader?	Yes
Name	Denise Caywood
Email	dcc1655@gmail.com
Are they a staff member or volunteer?	Volunteer
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.	Diocese of Ohio Commission for Racial Justice Contact person: Mrs. Deborah Likins-Fowler dlikinsfowler@gmail.com
Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.	Congregation
Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:	Trinity Cathedral in Cleveland, OH, is currently conducting a Racial Audit for the Cathedral
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

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)

Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc

Please describe the efforts related to the boxes checked above:

Our Diocesan Commission for Racial Justice recently held a listening session with 6 persons of color in our diocese

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
Preaching on race and racism

Please describe the efforts related to the boxes checked above:

Since the beginning of 2018, our diocese has required Anti-racism training of all persons appointed or elected to diocesan boards, committees, councils, and commissions

Some rectors and priests-in-charge in our diocese are willing to preach on race and racism; others are not.

Our diocese continues to offer Sacred Ground Dialogue Circles.

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

Improving dialogue skills with racism skeptics and/or those who think that CRT is baloney.

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:

Poor People's Campaign

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

Not yet engaged

<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>Not yet engaged</p>
<p>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</p>	<p>Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</p>	<p>Local 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>Local engagement</p>
<p>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</p>	<p>Not yet engaged</p>
<p>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</p>	<p>Not yet engaged</p>
<p>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</p>	<p>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>Wherever I have marked 'local engagement,' those are, to the best of my knowledge, local efforts in churches: i.e., the environmental 'green team' at Trinity Cathedral.</p> <p>Trinity Cathedral also has more than one person interested in the Poor People's Campaign.</p>

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

Since the beginning of 2021, Diocesan Council has been having ongoing discussions around reparations and penance.

What assistance or resources would help you to take the next steps around Repairing the Breach?

Improving dialogue skills with those who either do not understand reparations/repairing the breach or who are dead set against any kind of reparations.

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?

Not really, other than to say that there is a LOT of work for white people to do, and this is 'hard and holy work.'
