

Form Name:
Submission Time:

Diocesan Racial Healing and Justice Engagement Inventory
July 16, 2020 5:02 pm

1. Diocese - 1. Diócesis

Central New York

4. Diocesan Staff focused on Racial Healing, Justice, Reconciliation, and/or Anti-racism - 4. Personal diocesano dedicado a la Reparación, la Justicia y la Reconciliación Raciales y/o al Antirracismo

Carrie Schofield-Broadbent carriesb@cnyepiscopal.org
Meredith Kadet Sanderson mksanderson@cnyepiscopal.org

5. Diocesan Task Force or Committee focused on Racial Healing, Justice, Reconciliation, and/or Anti-racism - 5. Equipo de trabajo diocesano o comité dedicado a la Reparación, la Justicia y la Reconciliación Raciales y/o al Antirracismo

Anti-racism Team (Listen, Learn, Respond)

6. Main Diocesan Leader(s) focused on Racial Healing, Justice, Reconciliation, and/or Anti-racism - 6. Principal(es) líder(es) diocesano(s) dedicado(s) a la Reparación, la Justicia y la Reconciliación Raciales y/o al Antirracismo

Members of Anti-racism Team (Listen, Learn, Respond)

Contact this team via:

Carrie Schofield-Broadbent carriesb@cnyepiscopal.org

Meredith Kadet Sanderson mksanderson@cnyepiscopal.org

Listen/Learn subgroup-

? Stephanie Nevels, St. John's Ithaca

? Trula Hollywood, St. Paul's Owego

? Audrey Drake, Trinity Lowville

? Megan Castellan, St. John's Ithaca

? Charles Abraham, St. James' Clinton

? Kathy Crowther, Trinity Lowville

? Elizabeth Ewing, Christ Church Binghamton

? Becky Drebert, St. Peter's Bainbridge

? Steve White, Emmanuel, Norwich & St. Andrew's, New Berlin & St. Matthew's, South New Berlin

? Pete Williams, Grace & Holy Spirit Cortland

? Karen Anderson, St. James' Clinton

? Ernestine Patterson, Grace Syracuse

? Charles Abraham, St. James' Clinton

? Anne Wichelns, Resurrection Oswego & St. Andrew's Evans Mills

? Lisa Busby, The River Parishes

? Alexei Waters, St. Thomas, Slaterville Springs

? Barb Dexter, Resurrection Oswego

Respond subgroup

? Molly Payne-Hardin, Trinity Watertown

? Jill Morales, Trinity Lowville

? Glenn Mahaffey, Trinity Memorial Binghamton

? Regina Grantham, Grace & Holy Spirit Cortland

? Megan Castellan, St. John's Ithaca

? Brooks Cato, St. Thomas' Hamilton

? Matthew Sanaker, St. John's Ithaca

? Bridget McManus, Syracuse NY

? Shaniece Clark, Grace Syracuse

? Ted Andrews, Christ Church Binghamton

? Taylor Daynes, The Episcopal Church at Cornell & Epiphany Trumansburg

? Lisa Busby, The River Parishes

? Alexei Waters, St. Thomas, Slaterville Springs

? Kay Drebert

7. Check all the ministries with which your diocese has engaged over the last 12 months. - 7. Verifique todos los ministerios en los cuales su diócesis ha participado en los últimos 12 meses.

Survey of experiences of diocesan leadership around race and racism - *Encuesta de experiencias de liderazgo diocesano en torno a la raza y el racismo*

Demographic study of congregations, including racial and ethnic make-up - *Estudio demográfico de las congregaciones, incluida la composición racial y étnica*

Demographic study of geographic communities within the diocese, including racial and ethnic make-up - *Estudio demográfico de las comunidades geográficas dentro de la diócesis, incluida la composición racial y étnica*

Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color - **Estudio histórico de la participación diocesana o congregacional, o ambas, en la opresión sistémica de las poblaciones indígena, negra, latina, asiática, isleña del Pacífico y de otras personas de color**

Intentional efforts to increase proportion of people of color among clergy - *Empeños deliberados de aumentar la proporción de personas de color en el clero*

Intentional efforts to increase proportion of people of color among diocesan staff - *Empeños deliberados de aumentar la proporción de personas de color en el personal diocesano*

Intentional efforts to increase proportion of people of color in congregations - *Empeños deliberados de aumentar la proporción de personas de color en las congregaciones*

Intentional efforts to address racial disparities in treatment of leaders across the diocese - *Empeños deliberados de abordar las disparidades raciales en el tratamiento de líderes a través de la diócesis*

7a. Please provide additional details on specific programs above, and name other truth-telling efforts not listed above. - 7a. Proporcione detalles adicionales sobre los programas específicos anteriores y mencione otros empeños de contar la verdad que no figuran en la lista anterior.

This year's main diocesan focus is to live out our newly adopted Vision, Mission, and Rule of Life (cnyepiscopal.org/cny-way-of-love). This Diocesan Initiative was a collaborative process involving 40 leaders from around the diocese who have faithfully gathered for almost two years. Representative of the diversity in our diocese, this group listened to voices and experiences of people of color and those suffering as a result of economic injustice. Telling the truth was a core value and practice.

The Team's work remained in draft form for one year during which people across the diocese engaged in listening groups, conversation groups, and had an opportunity offer feedback and response. In May 2020 the draft phase was completed and our Rule of Life was adopted: Listen, Pray, Connect, Speak the truth, Share our Stories, and Respond."

Beginning on Juneteenth, 2020, our primary diocesan initiative for the year is: "Listening, Learning, and Responding to the sin of Systemic Racism." Founded on our Mission Statement (Learning to love God, one another, and all God's creation), Vision Statement (A world healed by love) and Rule of Life, this work is an educate-to-action initiative that invites all members in the diocese to participate in a monthly offering of listening and learning, while concurrently offering specific responses in communities around the diocese.

June's invitation was to watch "Just Mercy" and engage in a group discussion as a parish or with friends and family, utilizing the study guide from EJI. Parishioners have also been encouraged to form book studies and engage in various speaker series to increase their individual knowledge.

We have developed a resource page on our Diocesan Webpage to support this initiative. The resource page has been utilized heavily by our diocese but has also gained attention with local groups forming to address institutional and systemic racism.

The Antiracism Team, Diocesan staff, and leadership bodies have been engaged in a book study of "How to be an Antiracist," by Ibram K. Kendi.

CNY Responds is a subgroup of the Antiracism and Racial Reconciliation Team that is focused on systemic change, connecting with our wider context to work for systemic and actionable change. This includes a newly formed sub-group addressing food instability in our context. The Food Sustainability Team is working in connection with local, civic leaders and seeking to engage farmers and food banks to work collectively throughout the diocese.

For the past year we have been engaged with local partner Interfaith Works, developing a program called "Building United Communities" that has sought to establish better dialogue and deepen working relationships between New American populations in our diocese with the people of

European descent with whom they worship. This initiative was awarded a grant from the United Thank Offering.

8. Check all the ministries with which your diocese has engaged during the last 12 months.

Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc. - *Organizar una sesión de audición y aprendizaje sobre la raza en asociación con vecinos, socios religiosos, agrupaciones cívicas, escuelas, etc.*

Offer public witness (editorials, public speaking, protests and vigils, etc.) - *Ofrecer testimonio público (editoriales, discursos, protestas y vigiliyas, etc.)*

8a. Please provide additional details on specific programs above, and name other public proclamation efforts not listed above. - 8a. Proporcione detalles adicionales sobre programas específicos anteriores y mencione otros empeños de proclamación pública que no figuran en la lista anterior.

The Diocese was a sponsor/organizer of Syracuse's Lights for Liberty vigil in July 2019 and Bishop Duncan-Probe was a headline speaker.

Bishop Duncan-Probe published an editorial in the Syracuse Post-Standard (front page of Sunday Op-Ed section)

<https://www.syracuse.com/opinion/2019/02/episcopal-bishop-america-must-stop-running-in-fear-from-truth-about-racism-commentary.html>

As mentioned above, for the past year we have been engaged with local partner Interfaith Works, developing a program called "Building United Communities" that has sought to establish better dialogue and deepen working relationships between New American populations in our diocese with the people of European Descent with whom they worship. This initiative was awarded a grant from the United Thank Offering.

9. Check all the ministries with which your diocese has engaged in the last 12 months. - 9. Verifique todos los ministerios con los que su diócesis ha participado en los últimos 12 meses.

Sacred Ground dialogue circles - *Círculos de diálogo de Suelo Sagrado*
Liturgies of repentance and lament - *Liturgias de arrepentimiento y lamento*
Liturgical resource development - *Creación de materiales litúrgicos*
Incorporation of non-dominant cultural expressions in diocesan liturgy - *Incorporación en la liturgia diocesana de expresiones culturales no dominantes*
Preaching on race and racism - *Predicación sobre la raza y el racismo*
Diocesan reading of book(s) on race - *Lectura diocesana de [un] libro(s) sobre la raza*
Anti-racism or dismantling racism training - *Adiestramiento contra el racismo o para el desmantelamiento del racismo*

9a. Please provide additional details on specific programs above, and name other training, formation, storytelling and worship efforts not listed above. - 9a. Proporcione detalles adicionales sobre los programas específicos anteriores y mencione otros empeños de capacitación, formación, narración de relatos y culto no mencionados anteriormente.

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Many parishes are engaging in Sacred Ground dialogue circles and the Diocese is offering a workshop as part of our Summer Series designed to introduce more congregations to the Sacred Ground curriculum.

Many diocesan liturgies feature musical offerings from New American communities in the diocese as well as readings in languages other than English spoken by New American and other communities in the diocese.

The Diocese offered a prayer vigil for racial justice (repentance and lamentation) on Monday, June 8th and also included lamentation in a diocesan-wide Sunday service on Monday, June 7th.

10. Episcopal Public Policy Network (EPPN) or Office of Government Relations - 10. Red Episcopal de Política Pública (EPPN) u Oficina de Relaciones Gubernamentales

Yes - Sí

11. Reimagining Policing - 11. Replanteando la vigilancia policial

Learning - Aprendizaje
Local Engagement - Participación local
State Engagement - Participación estatal
Federal Engagement - Participación federal

12. Criminal Justice Reform - 12. Reforma de la justicia penal

Learning - Aprendizaje
Local Engagement - Participación local

13. Re-entry and Prison Ministries - 13. Ministerio de reinserción social y de prisión

Men - Hombres
Women - Mujeres
Children/Youth - Jovenes

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| <p>14. Healthcare Reform including racial disparities related to COVID-19 - 14. Reforma de la atención sanitaria incluidas las disparidades raciales relacionadas con el COVID-19</p> | <p>State Engagement - Participación estatal</p> |
| <p>15. Refugee Ministries - 15. Ministerio de refugiados</p> | <p>Learning - Aprendizaje Local Engagement - Participación local</p> |
| <p>16. Immigration Reform - 16. Reforma migratoria</p> | <p>Learning - Aprendizaje Local Engagement - Participación local</p> |
| <p>18. Housing Access for Communities and People of Color - 18. Acceso a la vivienda para comunidades y personas de color</p> | <p>Learning - Aprendizaje</p> |
| <p>19. Racial Justice - 19. Justicia racial</p> | <p>Learning - Aprendizaje Local Engagement - Participación local</p> |
| <p>20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color</p> | <p>Learning - Aprendizaje</p> |
| <p>21. Environmental Racism and Eco-justice - 21. Racismo medioambiental y ecojusticia</p> | <p>Learning - Aprendizaje</p> |
| <p>23. Please provide additional details on specific programs above, and name other justice and reparative efforts not listed above. - 23. Proporcione detalles adicionales sobre los programas específicos anteriores y mencione otros empeños de justicia y reparación no mencionados anteriormente.</p> | <p>In regard to refugee communities, the Diocese has multiple congregations made up of both New Americans and people of European descent. As mentioned above, for the past year we have been engaged with local partner Interfaith Works, developing a program called "Building United Communities" that has sought to establish better dialogue and deepen working relationships between New American populations in our diocese with the people of European Descent with whom they worship. This initiative was awarded a grant from the United Thank Offering.</p> |
| <p>25. Please add any ministries not listed that you think should be included in this survey. - 25. Sírvase añadir los ministerios que no figuran en la lista que cree que deberían incluirse en esta encuesta.</p> | <p>n/a</p> |