

1. Diocese - 1. Diócesis

Central Pennsylvania

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

EARS.(Episcopalians Against Racist Systems)

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

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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.

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 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.

In hiring staff I have reached out to local and regional chapters of UBE to seek applicants among people of color. We have built into our transition process the encouragement to seek people of color as applicants for clergy positions in the diocese. We have used the training of our antiracism group to become aware about how some of our larger diocesan bodies function in racist ways.

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.*  
Participate in efforts to cast a local or regional vision for racial healing - *Participar en empeños para proyectar una visión local o regional de reparación racial*

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 work that we have done for three years with the People's Institute for Survival and Beyond has invited us to welcome community members into our circle for training and conversation and strategizing

<b>Name of program(s) - Nombre de(l) (los) programa(s)</b>	We have just concluded 3 years with the People's Institute. We are working on a new strategy that will invite a broader circle of people from across our diocese to become aware of the need for this critical work. I am doing a 4 part interview series to open the subject in the diocese for those who do not see that we have a need. I recently did a video on white privilege that received interesting results at both ends of the spectrum.
<b>Book title(s) - Título(s) de(l) (los) libro(s)</b>	Several of our congregations have led studies using recent works of Kelly Brown Douglas, Drew Hart, Ibram Kendi and Robin DiAngelo
<b>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.</b>	Racial healing, reconciliation and justice pilgrimages - <i>Peregrinaciones de reparación, reconciliación y justicia raciales</i> Preaching on race and racism - <i>Predicación sobre la raza y el racismo</i> Diocesan reading of book(s) on race - <i>Lectura diocesana de [un] libro(s) sobre la raza</i> Anti-racism or dismantling racism training - <i>Adiestramiento contra el racismo o para el desmantelamiento del racismo</i>
<b>10. Episcopal Public Policy Network (EPPN) or Office of Government Relations - 10. Red Episcopal de Política Pública (EPPN) u Oficina de Relaciones Gubernamentales</b>	Yes – Sí
<b>11. Reimagining Policing - 11. Replanteando la vigilancia policial</b>	Learning - Aprendizaje
<b>13. Re-entry and Prison Ministries - 13. Ministerio de reinserción social y de prisión</b>	Men - Hombres Women - Mujeres
<b>15. Refugee Ministries - 15. Ministerio de refugiados</b>	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal
<b>16. Immigration Reform - 16. Reforma migratoria</b>	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal

**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.**

I am taking heart in the recent unrest across our nation to wake up the diocese on issues of social justice across the board. Our EARS group has been struggling and had a "come to Jesus" meeting with the People of Color who have stepped away until the white folk are able to grasp the need for this work and engage it. In spite of 3 years of work with the People's Institute, I am discouraged with the small impact of the group. Partly this is due to personalities in the group (white) who have created an inhospitable atmosphere. We are really at a turning point, I think. We had been meeting in White and Black caucuses to develop a plan forward but the murder of George Floyd has catapulted us into a new place that, for me, is hopeful. My own efforts at speaking out have been met with great resistance in this diocese which is home to several of our country's White Supremacy and hate group head quarters. I had no idea when I came here (from liberal New England) how deep racism was in this place. Having had a bishop of color in the diocese just before me, it was considered "solved." This survey is a great wake up tool! Hoping, if I took it 2 years from now, that it would look very different.

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