

1. Diocese - 1. Diócesis	Iowa
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	Meg Wagner, Missioner for Communication, Reconciliation, and New Initiatives
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	Beloved Community Initiative Diocesan Advisory Board, Beloved Community Initiative Community Advisory Board
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	Rev. Meg Wagner, mwagner@iowaepiscopal.org (co-founder of BCI, Dismantling Racism trainer) Rev. Susanne Watson Epting, skwatsonepting@aol.com (co-founder of BCI) Rev. Kim Turner Baker, revkim@stjohns-ames.org (Diocesan Advisory Board and DR Trainer) Rev. Ruth Ratliff, ratliff@cfu.net (Diocesan Advisory Board) Rev. Melody Rockwell, mrockwrite@gmail.com (Diocesan Advisory Board, working to be a DR Trainer) Ms. Aileen Chang Matus, aileenofiowa@gmail.com (Diocesan Advisory Board and DR Trainer) Ms. Donna Prime dprime27@gmail.com (Diocesan Advisory Board) Ms. Donna Wong-Gibbons, wonggibbons@gmail.com (Diocesan Advisory Board) Mr. John Stewart, jstewart2375@gmail.com (Diocesan Advisory Board and DR Trainer) Ms. Ellen Bruckner, ellenwb@mchsi.com (Diocesan Advisory Board) Ms. Sarah Thompson, saraht886@gmail.com (DR Trainer) Ms. Kim McIrvine, k.kimmcirvin@gmail.com (DR Trainer) Ms. Deb Cotlar Brewer, debbrewercotlar1@gmail.com (DR Trainer) Rev. Stacey Gerhart, spgerhart@gmail.com (DR Trainer) Rev. Jane Stewart, jane.stewart.3021@gmail.com (BCI Community Advisory Board)

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.

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*

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.

SO much more to do in this area! We started with the Doctrine of Discovery and hosted a diocesan-wide training on the doctrine and the particular history of it in Iowa and its lasting impacts here, that included 3 young Indigenous activists sharing their personal stories. We created a traveling 3-panel exhibit that traces that history in Iowa that has toured several churches in the diocese as well as being a part of diocesan convention. One of our next projects is to help congregations do that work in their area and as prompts we have created "Did you know" resources for the counties where our churches are that lift up some of the histories with Black Americans in those counties. We'd hoped to have that ready by Diocesan Convention but COVID has slowed our progress.

Efforts to increase proportion of people of color among clergy consists of Beloved Community Initiative's engagement with the Bishop Search and Nominating Committee, seeking to make that process intentionally anti-racist and to actively seek out candidates of color. Now that we have made DR training more readily available, the expectation that all search committees will have the training is actually possible now, and is expected.

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.)*
Participate in local or regional efforts to examine the history of race and racism - *Participar en empeños locales o regionales para examinar la historia de la raza y el racismo*
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.

In September we hosted a truth-telling evening where bi-racial Iowans shared their experiences of life in Iowa through art, poetry, and storytelling in partnership with The Iowa Writers' House, and Iowa Baroque. In October we hosted a truth-telling event in partnership with a Meskwaki Tribal Council Member that included poetry, art, traditional Meskwaki dance and food called Living in Two Worlds. In 2020 we hosted a screening and community discussion about race with the co-founders of Humanize My Hoodie. In 2019 we hosted a community dinner, movie and discussion on race with NASA astronaut, Dr. Jeannette Epps. Through the year we helped lead a monthly community book group exploring white privilege and systemic racism. We showed and facilitated discussion of the film, Cracking the Codes: The System of Racial Inequity. During Dr. King week we hosted a showing of Selma and community discussion at a local movie theater.

Rev. Wagner and Bishop Scarfe have been asked to speak at vigils, protests during the year, both have made public statements. One of Rev. Wagner's statements is here:

<https://becomingbelovedcommunity.org/news/2019/7/17/over-200-rally-at-ights-for-liberty-event-in-cedar-rapids>

Name of program(s) - Nombre de(l) (los) programa(s)

Dismantling Racism: Training for Church Leaders (now offered online)

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.

Racial healing, reconciliation and justice pilgrimages - *Peregrinaciones de reparación, reconciliación y justicia raciales*
Liturgies of repentance and lament - *Liturgias de arrepentimiento y lamento*
Liturgical resource development - *Creación de materiales litúrgicos*
Preaching on race and racism - *Predicación sobre la raza y el racismo*
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.

In 2019 we organized and led a diocesan pilgrimage to one of the Underground Railroad routes through Iowa. The second was planned for 2020 but has been postponed because of COVID. We hosted a diocesan retreat with Dr. Jennifer Harvey called, Which Way to Justice: Dismantling Racism as a Spiritual Practice. We offered offered Soul Tending for Change Makers, a dinner and fellowship opportunity. And we co-created an experience of community visioning, called VISION 2019. With our Humanize My Hoodie partners we hosted a training for allies and accomplices.

In 2019 we led 4 Dismantling Racism Trainings using the re-designed Dismantling Racism Training that includes Eucharist woven throughout the day and additional materials and activities. In 2020 we shifted to an online model and our next 4 trainings are full and have waiting lists, so we are looking to add 4 more this year. A litany of repentance is part of each training, as well as a liturgy that weaves around the training.

Also in 2019 we developed and led a week-long, in-depth educational experience for young people to connect their faith with why and how they work for racial justice.

We also developed a year-long resource for churches, groups, or individuals to deepen their work to dismantle racism in their lives or organizations called 2020 Vision for Becoming Beloved Community. Each month includes materials that focus on a central theme introduced with a theological reflection, followed by suggestions in five areas: Learn, Notice, Engage, Reflect, Pray. <https://becomingbelovedcommunity.org/2020-vision>

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
Tribal Engagement - Participación tribal
State Engagement - Participación estatal

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

Learning - Aprendizaje
Local Engagement - Participación local
Tribal Engagement - Participación tribal
State Engagement - Participación estatal

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

Men - Hombres
Women - Mujeres
Children/Youth - Niños/Jovenes

<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>Learning - Aprendizaje Tribal Engagement - Participación tribal State Engagement - Participación estatal</p>
<p>15. Refugee Ministries - 15. Ministerio de refugiados</p>	<p>Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal</p>
<p>16. Immigration Reform - 16. Reforma migratoria</p>	<p>Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal</p>
<p>17. Education Equity, including support for Historically Black Colleges and Universities - 17. Equidad educacional, incluido el apoyo para universidades tradicionalmente negras</p>	<p>Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal</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 Local Engagement - Participación local Tribal Engagement - Participación tribal State Engagement - Participación estatal</p>
<p>19. Racial Justice - 19. Justicia racial</p>	<p>Learning - Aprendizaje Local Engagement - Participación local Tribal Engagement - Participación tribal State Engagement - Participación estatal</p>
<p>20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color</p>	<p>Learning - Aprendizaje Local Engagement - Participación local Tribal Engagement - Participación tribal State Engagement - Participación estatal</p>
<p>21. Environmental Racism and Eco-justice - 21. Racismo medioambiental y ecojusticia</p>	<p>Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal</p>
<p>22. Reparations for Racial Injustice - 22. Reparaciones por injusticia racial</p>	<p>Engaged – Comprometidas</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.

Rev. Wagner serves on a county commission focused on addressing disproportionality in the criminal justice system, member of the BCI community advisory board serve on school equity committees for the local school district. Rev. Wagner represents the diocese on an Interfaith Coalition that mobilizes faith leaders for policy advocacy and change. As part of that work, we developed and passed a local hate crime ordinance that is now being considered in other towns, with the hopes that it could be passed statewide. The interfaith coalition also mobilizes around voter engagement, hosting a very successful event in January and making available resources like these, <https://becomingbelovedcommunity.org/advocacy> produced by BCI for the coalition.

BCI hosted several events for BLM@School week in partnership with Black Voices Project, including a community discussion on abolitionist teaching practices for educators, with a discussion of Bettina Love's, *We Want to do More than Survive.*, a Books and Breakfast event, and a BLM@School Gala to honor Black educators and administrators. We hosted Black graduation for the University of Iowa.

With resources from the Beloved Community grants, we had begun to launch an ethnic studies leadership academy to address a glaring lack of such offerings in schools, in partnership with a Black-woman led organization named Sankofa, but those plans have been delayed by COVID.

There are five diocesan ministries involved with prison ministry and re-entry - in in Des Moines, Davenport, Coralville, Anamosa, and Cedar Rapids, each affiliated with churches.

We now have 3 registered lobbyists at the Iowa State House and an active Faith in Action group in the diocese actively addressing all of the above at the state level.

<https://www.facebook.com/groups/iowaEpiscopaliansInAction>
