

**1. Diocese - 1. Diócesis**

Los Angeles

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**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**

The Rt. Rev. Diane M. Jardine Bruce  
The Rev. Peter Huang  
The Rev. Canon Melissa McCarthy  
The Rev. Canon Susan Russell  
The Rt. Rev. John Harvey Taylor

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**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**

One in the Spirit Initiative; Task Force on Police Brutality and Community Safety (fall 2020; MW 023 and MB 017))

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**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**

Canon Suzanne Edwards-Acton  
The Rev. Antonio Gallardo  
The Rev. Norma Guerra  
The Very Rev. Canon Gary Hall  
The Rev. Peter Huang  
Ms. Karen James  
Ms. Wendy Lords  
The Rev. Jen Pavia  
The Rev. Canon Susan Russell  
Ms. Rise Worthy-Dreamer

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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.**

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.**

Launched in 2019, the One in the Spirit initiative will increase our diocesan community's capacity to expand relationship and deepen connection across divisions of prejudice and misunderstanding rooted in race, ethnicity, orientation, identity, age, and socio-economics. Especially since George Floyd's murder on May 25, recognizing and acknowledging white privilege has become a key component of the initiative.

At Bishop Taylor's direction and through the leadership of Bishop Bruce, in early 2020 we completed a detailed historical and demographic study of New Community ministry in the diocese with the goal of identifying the resources we will need to serve our rapidly changing multicultural, polylingual six-county neighborhood in the years ahead. Leaders in Black, Latinx, Indigenous, and EAM ministries participated by sharing their history, current needs, and dreams.

The oldest of our five historic Black churches houses a museum telling the story of Black Episcopalians in Los Angeles.

Lifting up lay and ordained New Community ministers for leadership in program groups, committees, and diocesan offices and on the diocesan staff.

Active recruitment and support of New Community candidates for ordination; attention to our discernment process and the COM's work to remove barriers to non-white vocations

The Gathering is a ministry to APAs in Los Angeles and beyond designed to gather 1.5, second, and third generation APAs to the church. In the spring of 2020, The Gathering hosted "Who Is My Neighbor?", a panel conversation on racism and micro-aggression experienced by Asian-Americans, and (in partnership with Stop AAPI Hatred) a panel entitled "Being Asian American in the Age of the Coronavirus."

Development of immersion experiences enabling white churches and church members to understand their Chinese, Korean, Filipino, and Japanese neighbors

The Instituto de Liderazgo provides lay leadership training in Spanish.

The Li Tim-Oi Institute provides lay leadership training in Mandarin.

Listening and reconciliation sessions in 2004, 2005, and 2006 between Latinx clergy and the bishops

Announced at diocesan convention in 2019, a task force is at work on pay and benefits equity for lay and ordained employees in all our institutions.

We offer regular anti-racism training through Eric Law's Kaleidoscope Institute, housed at diocesan headquarters.

We participated in The Episcopal Church's October 2008 apology for its role in slavery.

Organized with Bishop Bruce's leadership, in January 2021, our annual Martin Luther King, Jr. commemoration will focus on churches in our diocese that were founded because neighboring white churches banned Blacks.

In March 2020, the Rev. Dr. Mary Crist offered our seminarians and ordinands a four-hour training program on the Doctrine of Discovery.

In the summer of 2020, PRISM Restorative Justice, a diocesan organization, is offering a six-week film and discussion series, "The Sacred Journey: Racial Justice, Reconciliation, and Healing."

PRISM ministers are consistent advocates against mass incarceration. Bishop Taylor is working with PRISM and our ecumenical and interfaith partners to engage the LA county sheriff on conditions in county jails.

"My Work To Do" is an ongoing series of affinity groups helping white people build stamina for discussing racism, reconciliation, and justice in their everyday lives.

The diocesan anti-racism resources page is <https://diocesela.org/countering-racism-building-community/>

In July 2020, in response to resolutions MW 023 and MB 017 from Executive Council, Bishop Taylor announced the creation of a diocesan task force to advocate for measures to reform policing such as the City of LA's People's Budget, assess our people's experience of policing in the 134 neighborhoods our churches serve, and articulate a Jesus-rooted vision of community safety.

In August 2020, New Community leaders will offer a presentation to the diocese with the goal of building a shared civic and theological vocabulary about race. Topics will include the Doctrine of Discovery and its implications in our current context, issues of racial identity, and racial capitalism. We hope this will be first of several such events.

New community ministry is a principal focus of Suffragan Bishop Diane M. Jardine Bruce.

**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*

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**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.**

Since December 2016, LA has been a sanctuary diocese. Episcopal Sacred Resistance is the diocese-funded focal point for activism on behalf of dignity of every human being.

On in the Spirit and New Community will continue to work in close collaboration on behalf of anti-racism and equity.

Individual congregations have organized healing services to address the sin of racial injustice.

Our Asian immersion programs have deepened understanding across barriers of difference and prejudice.

Bishop Taylor collaborates actively with Sacred Resistance as well as CLUE (Clergy United for Economic Justice) and LA Voice. He has hosted and participated in ongoing interfaith meetings with ICE in LA, visited Adelanto and advocated for individual detainees, joined immigration justice rallies in LA and fact-finding and advocacy visits to the border, and participated in Bishop Reddall's November 2019 border summit in Tucson.

Taylor, Canon McCarthy, and other clergy and lay leaders attended protests following the murder of George Floyd. Taylor spoke at the June 8 Black Lives Matter rally in downtown LA.

Taylor and Bishop Bruce are lifetime UBE members.

Among many others in the diocese, Taylor, Bruce, and McCarthy advocate regularly in pastoral messages, social media, and sermons for racial justice, the acknowledgment of white privilege, immigration reform, voting rights, and other issues.

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**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*  
 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*  
 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*  
 Storytelling circles, including Beloved Community StorySharing - *Círculos de narración de historias, incluido el intercambio de relatos sobre la Amada Comunidad*

**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.**

Individual congregations have used Sacred Ground.

We are actively planning a bilingual (Spanish and English) diocese-wide book read on racism and white privilege.

"My Work To Do," our ongoing affinity group (see above), developed by Canon Suzanne Edwards-Acton

Annual Martin Luther King, Jr. commemoration featuring keynotes by the Presiding Bishop, Dr. Devon Carbado, Bishop Rob Wright, and Canon Spellens. The 2021 service will include a litany of repentance and lament.

Our Chinese parishes have offered liturgies of repentance and lament.

In 2019, New Community and the diocese sponsored a pilgrimage to Manzanar.

Our diocese participates in a variety of UBE events, including an annual Absalom Jones service. In 2015 at St. Mary's Church, an historic Japanese church in Koreatown, Bishop Bruce and her team organized a reconciliation event and service featuring Presiding Bishop Katharine Jefferts Schori; the Archbishop of Korea, Paul Kim; and the Archbishop of Japan, Nathaniel Uematsu.

**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

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

Learning  
Local Engagement

<b>13. Re-entry and Prison Ministries - 13. Ministerio de reinserción social y de prisión</b>	Men - Hombres Women - Mujeres
<b>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</b>	Local Engagement - Participación local
<b>15. Refugee Ministries - 15. Ministerio de refugiados</b>	Local Engagement - Participación local State Engagement - Participación estatal
<b>16. Immigration Reform - 16. Reforma migratoria</b>	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal
<b>17. Education Equity, including support for Historically Black Colleges and Universities - 17. Equidad educacional, incluido el apoyo para universidades tradicionalmente negras</b>	Local Engagement - Participación local
<b>18. Housing Access for Communities and People of Color - 18. Acceso a la vivienda para comunidades y personas de color</b>	Learning - Aprendizaje Local Engagement - Participación local
<b>19. Racial Justice - 19. Justicia racial</b>	Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal
<b>20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color</b>	Local Engagement - Participación local
<b>21. Environmental Racism and Eco-justice - 21. Racismo medioambiental y ecojusticia</b>	Learning - Aprendizaje Local Engagement - Participación local
<b>22. Reparations for Racial Injustice - 22. Reparaciones por injusticia racial</b>	Engaged - Participación

**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.**

IRIS: Interfaith, Refugee, and Immigration Services is a diocesan program that offers immigration counseling and legal aid and refugee resettlement and employment placement.

Our work with Sacred Resistance, CLUE, PRISM, "My Work To Do," The Kaleidoscope Institute, One in the Spirit, and The Gathering will continue.

As stated above, in July 2020, in response to resolutions MW 023 and MB 017 from Executive Council, Bishop Taylor announced the creation of a diocesan task force to advocate for measures to reform policing such as the City of LA's People's Budget, assess our people's experience of policing in the 134 neighborhoods our churches serve, and articulate a Jesus-rooted vision of community safety.

Since the beginning of the pandemic, Bishop Taylor has been working weekly with a budget and finance task force, comprising Bishop Bruce, Canon McCarthy, members of all the diocese's fiduciary bodies, and other key leaders. Our goal is to emerge from the pandemic as a stronger, more just diocese that continues to resist pressure to liquidate and consolidate in a way that favors richer, more privileged parishes. Each of our churches, especially our historic Black churches, deserves the resources its needs in its context to be a focal point for reparation, reconciliation, and the proclamation of Resurrection hope through ministries of justice, service, and love.

We are in the midst of reframing the diocesan capital campaign, our reorganization and reform efforts, and our ministries of formation and theological education with these principles in mind:

Our mission: To glorify God and care for God's people

Our vision: A financially secure diocese and a fairer, more just diocese, leveraging privilege for the sake of the gospel value of lifting up those whom privilege overlooks, marginalizes, and oppresses.

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