

1. Diocese - 1. Diócesis

North Carolina

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 Right Rev. Sam Rodman, Bishop Diocesan:
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The Right Rev. Anne Hodges-Copple, Suffragan Bishop:
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The Rev. David Sellery, Canon for Congregational Mission:
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The Rev. Kathleen Walker, Missioner for Black Ministries:
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The Rev. Daniel Robayo, Missioner for Latino/Hispanic Ministries:
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The Rev. Earnest Graham, Regional Canon:
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Ms. Leah Dahl, Assistant Youth Missioner: leah.dahl@episdionc.org
Ms. Amy Campbell, Children and Youth Missioner:
amy.campbell@episdionc.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

Diocesan Council, The Racial Justice Reconciliation Committee

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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The Rev. Monnie Riggan, Deacon for Anti-Racism and Reconciliation: monnie.riggan@gmail.com

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 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*

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.

We commissioned a study from VISIONS, Inc. and they conducted focus study-styled meetings with clergy and lay leaders across the diocese. A final report is forthcoming which will be used to to more finely define the mission strategy to address systemic racism.

We are presently in training with Map Dash to allow diocesan staff to study the demographics of congregations as well as geographic communities. We have collected information from a variety of sources of geographic communities including ethnic and racial make-up.

In 2020, the diocese called a missionary for black ministries to join the diocesan staff. There is also a missionary for Latino/Hispanic ministries. Included in their areas of responsibility is identifying and encouraging people of color and African-American to discern a call to ordained ministry.

At the 2018 diocesan convention, three historic African-American churches told stories about black churches in this diocese. Painful truths were told about their experiences and stories of hope were also expressed.

Those congregations intentionally engaged in increasing the proportion of people of color include:

Open Door/La Puerta Abierta - Greensboro
Christ Beloved Community - Winston-Salem
Holy Spirit/Abundant Life - Greensboro
St. Cyprian's - Oxford

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.

Episcopalians United Against Racism in Durham is a group that was formed after members attended a training with Racial Equity Institute. It is an ecumenical organization intent on telling the stories of the Durham community and giving serious consideration to a vision for racial healing.

There have been a number of listening sessions around the diocese, including:

St. Anne's, Winston-Salem
St. Matthew's, Hillsborough
All Saint's, Concord
St. Peter's, Charlotte
St. Martin's, Charlotte

St. Luke's- Salisbury has been engaged in a video documentary series in partnership with members of a partner AME-Zion congregation to capture stories by those who grew up in the Jim Crow era in Salisbury.

8a-1. Public Witness Document Upload -- 8a-1. Cargar Documento de Testimonio Público

https://s3.amazonaws.com/files.formstack.com/uploads/3942303/94702480/636545431/94702480_becoming_beloved_community_article.docx

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*
Incorporation of non-dominant cultural expressions in diocesan liturgy - *Incorporación en la liturgia diocesana de expresiones culturales no dominantes*
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.

The diocese will host a celebration at All Saints in Warrenton, NC to lift up the historically African-American church and the many contributions it members made to the Episcopal church later this summer. A part of the celebration will highlight the cornerstone that contains the names of the children who contributed .25 towards the bricks for the church in the early 20th century. Theirs is a story that needs to be told and parishioners across the diocese will be invited either in person or virtually.

Stories are also told through the annual celebration of African American leaders, including Absalom Jones, Bishop Henry Beard Delany and Pauli Murray.

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
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
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	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal
15. Refugee Ministries - 15. Ministerio de refugiados	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal
16. Immigration Reform - 16. Reforma migratoria	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal
17. Education Equity, including support for Historically Black Colleges and Universities - 17. Equidad educacional, incluido el apoyo para universidades tradicionalmente negras	Learning - Aprendizaje Local Engagement - Participación local
18. Housing Access for Communities and People of Color - 18. Acceso a la vivienda para comunidades y personas de color	Learning - Aprendizaje Local Engagement - Participación local
19. Racial Justice - 19. Justicia racial	Learning - Aprendizaje Local Engagement - Participación local
20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color	Learning - Aprendizaje

21. Environmental Racism and Eco-justice - 21. Racismo medioambiental y ecojusticia

Learning - Aprendizaje
Local Engagement - Participación local

22. Reparations for Racial Injustice - 22. Reparaciones por injusticia racial

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.

We are working locally with Raleigh Police Chief Cassandra Deck-Brown, who is a member of St. Ambrose, a historically black congregation in this diocese. Regionally, one of our lay leaders, Al Ragland was instrumental in reviewing and proposing outcomes for Wilmington, NC (Diocese of East NC) police officers who were discovered making very disparaging racial comments in the wake of social protests in June. He continues to be a vital presence in the department.

Diocesan officials and lay leaders are involved with immigration reform. Additionally, the Diocese of North Carolina and East Carolina collaborate to advocate for the Farmworkers ministry in this state.

The diocese offers financial assistance to St. Augustine's University and have maintained a commitment to the ongoing work through its presence with the board of trustees.

There are two congregations that are working closely with their communities about environmental racism and eco-justice, and they are St. Ambrose and Church of the Nativity, respectively.

One of the focal points of mission for the Diocese of North Carolina is reparations for racial injustice. The diocese is in the stage of collecting historical data in order to advance to diocesan wide conversations about the scope of reparations and a determination of an implementation of reparations.

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.

Abundant Life is a joint venture in Greensboro with the ECLA. The Lutheran church membership is declining and the vision for the venture is the intentional creation of a diverse congregation.
