

1. Diocese - 1. Diócesis	Southwestern Virginia
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	Bishop Mark Bourlakas Canon Mark Furlow Archdeacon Bill Bumgarner Pattie Ames Elizabeth Bishop
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	Justice and 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	Archdeacon Bill Bumgarner (Diocesan staff) (bbumgarner@dioswva.org) Deacon Brian Hutcherson, Chair of the Justice and Reconciliation Committee (manyblessings55@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 - <i>Encuesta de experiencias de liderazgo diocesano en torno a la raza y el racismo</i> Demographic study of congregations, including racial and ethnic make-up - <i>Estudio demográfico de las congregaciones, incluida la composición racial y étnica</i> Demographic study of geographic communities within the diocese, including racial and ethnic make-up - <i>Estudio demográfico de las comunidades geográficas dentro de la diócesis, incluida la composición racial y étnica</i> Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color - <i>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</i> Intentional efforts to increase proportion of people of color among clergy - <i>Empeños deliberados de aumentar la proporción de personas de color en el clero</i> Intentional efforts to increase proportion of people of color among diocesan staff - <i>Empeños deliberados de aumentar la proporción de personas de color en el personal diocesano</i> Intentional efforts to increase proportion of people of color in congregations - <i>Empeños deliberados de aumentar la proporción de personas de color en las congregaciones</i> Intentional efforts to address racial disparities in treatment of leaders across the diocese - <i>Empeños deliberados de abordar las disparidades raciales en el tratamiento de líderes a través de la diócesis</i>

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.

Regarding intentional efforts, we have consistently and intentionally attempted to increase clergy and lay leaders of color over the last several years. Leadership positions with people of color include Living Local: Joining God Team Leaders, Annual Convention Committee Chair, Convocation President, Executive Board members, readers and servers at Annual Convention, presenters at Convention, and vestry members.

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.

- "Allyship" training produced by Service Never Sleeps (SNS).

- "Allyship in Action" support groups will follow-up on allyship training and include members who previously have had the allyship training. Support groups will continue in Roanoke and Lynchburg. Other groups may develop depending on interest.

- Story sharing events are also being implemented. These events will focus on bringing diverse groups together to listen to each others' stories. There will be an effort to incorporate the training from "Music that Makes Community" into these events, thereby using music to express story.

- Reconciliation pilgrimages are being developed as learning opportunities to better understand and process unlawful and/or racist events of note from the past. These include, but are not limited to recognizing and facilitating some reconciliation liturgy at the site of unlawful lynchings, closing of African American mission churches during Desegregation, and devastation of neighborhoods due to urban renewal. These pilgrimages are sensitive in nature and requires the development of trusting relationship with stakeholders, including ecumenical and community-wide partnerships.

Name of program(s) - Nombre de(l) (los) programa(s)	Allyship Training; Living Local Joining God; Sacred Ground Sacred Ground dialogue circles - <i>Círculos de diálogo de Suelo Sagrado</i>
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 - <i>Peregrinaciones de reparación, reconciliación y justicia raciales</i> Liturgical resource development - <i>Creación de materiales litúrgicos</i> Incorporation of non-dominant cultural expressions in diocesan liturgy - <i>Incorporación en la liturgia diocesana de expresiones culturales no dominantes</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> Storytelling circles, including Beloved Community StorySharing - <i>Círculos de narración de historias, incluido el intercambio de relatos sobre la Amada Comunidad</i>
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.	-We partnered with Service Never Sleeps for Allyship training. -15 parishes have undertaken Living Local Joining God -Sacred Ground is being taught throughout the Diocese. -Pilgrimage with Presiding Bishop Curry in January 2019 through the Gainsboro community in Roanoke, VA. -Pilgrimage in August 2019 along the Slavery Trail of Tears. -Lecture series with Dr. Wornie Reed on systemic racism.
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	Local Engagement - Participación local
12. Criminal Justice Reform - 12. Reforma de la justicia penal	Local Engagement - Participación local
13. Re-entry and Prison Ministries - 13. Ministerio de reinserción social y de prisión	Men - Hombres Women Mujeres
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
15. Refugee Ministries - 15. Ministerio de refugiados	Local Engagement - Participación local

16. Immigration Reform - 16. Reforma migratoria	Learning - Aprendizaje
17. Education Equity, including support for Historically Black Colleges and Universities - 17. Equidad educacional, incluido el apoyo para universidades tradicionalmente negras	Learning - Aprendizaje
18. Housing Access for Communities and People of Color - 18. Acceso a la vivienda para comunidades y personas de color	Local Engagement - Participación local
19. Racial Justice - 19. Justicia racial	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	Local Engagement - Participación local
22. Reparations for Racial Injustice - 22. Reparaciones por injusticia racial	Implementing – Implementándose
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>-Support the Archdeacon's ministry to oversee diocesan dismantling racism efforts with the assistance of a new Dismantling Racism leadership team.</p> <p>- Created a diocesan-wide plan of activities to be implemented by a team of clergy and lay people from across the diocese, with the purpose of beginning the work of dismantling institutional racism in the church and its surrounding communities.</p> <p>-Engaged the document, "Becoming Beloved Community" from The Episcopal Church (TEC) and use it as a guide to approach our work on this objective.</p> <p>-Continue to revise and update the already-existing anti-racism education program for our diocese by developing relationships with local and regional consultants and utilizing outside resources including books, curriculums, and accumulated wisdom from local study groups.</p>