

1. Diocese - 1. Diócesis

Texas

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

We do, we have one person in our office, and another group at Episcopal Health, and we have just created a variety of programs and instruments to fund this work - at our last council in Feb. 2020.

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

We have a group of lay, clergy, and staff who work together across a variety of institutions and platforms. And, have for some time.

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

Andy Doyle

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.

I am happy to do so.

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.

We have made number of statements, met with leadership in church and public, we are working across several organizations (NGOs), and have done work in the community in a variety of situations from east, to central to west Texas. We have engaged in marches, support of protestors, and held vigils. We are at present running a truth in history project, we are telling the truth about our own diocesan part in the South, and in the 1960's. We are engage in school reform as well.

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

A variety of organizations (churches and schools) have been doing pilgrimages, we are sharing liturgical resources, and people have held services, we have done this in the past too, we are preaching (both clergy and bishops), we are engaged in 4 different programs of training, and we are doing story sharing, and we have done this for a number of years - though it is stronger today.

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 State Engagement - Participación estatal
13. Re-entry and Prison Ministries - 13. Ministerio de reinserción social y de prisión	Men - Hombres Children/Youth - Niños/Jóvenes
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 Federal Engagement - Participación federal
15. Refugee Ministries - 15. Ministerio de refugiados	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal
16. Immigration Reform - 16. Reforma migratoria	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal
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 State Engagement - Participación estatal Federal Engagement - Participación federal
19. Racial Justice - 19. Justicia racial	Learning - Aprendizaje Local Engagement - Participación local State Engagement - Participación estatal Federal Engagement - Participación federal
20. Economic Opportunity for Communities and People of Color - 20. Oportunidad económica para comunidades y personas de color	Local Engagement - Participación local

**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 – Comprometidas
Implementing – Implementándose
Complete – Completas

**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 really do a lot, I am more than happy to have a full conversation with someone, or we would welcome a team to come and look, listen, and learn about what we are doing.

We want to be helpful and transparent.
