

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
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Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

Name	Sandy Milien
Title	Canon for Racial Reconciliation and Community Engagement
Organization	Diocesan Staff
Diocese	Bethlehem
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Contact Phone Number (include country code if outside U.S.) 610-691-5655

Please identify whether you are answering this survey as a representative of an entire diocese or as a church or institution: Entire Diocese

Section One: Telling the Truth About Our Churches and Race, including Truth and Reconciliation Processes (TRUTH)

Check all the Truth-telling ministries with which your diocese, congregation or institution has engaged over the last 12 months:

- Racial Justice Audit of Episcopal Leadership (produced by Mission Institute, published January 2021) or other survey of experiences of diocesan leadership around race and racism
- Intentional efforts to increase proportion of people of color among clergy
- Intentional efforts to increase proportion of people of color among staff
- Intentional efforts to increase proportion of people of color in membership

Please describe the efforts related to the boxes checked above:

A year ago, our diocesan bishop called together a racial justice and reconciliation task force to guide the diocese to engage the topic of race and reconciliation.

The task force released a survey to gather data from our leadership to learn more about the culture of the diocese and their basic understanding of race and racism, as well as their interest in engaging with the issues.

On the other hand, our diocesan leadership has been actively recruiting clergy of color and encouraging lay leaders of color to fill positions in different diocesan committees.

Has your diocese, congregation or institution or entity in recent years engaged in a Truth and Reconciliation process, understood to be: (please check all that apply)

Not yet engaged

Please describe these Truth and Reconciliation process efforts:

We are in the beginning stages of figuring out how to best engage in a Truth and Reconciliation process.

Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries?

Yes

Name

Sandy Milien

Email

sandy@diobeth.org

Are they a staff member or volunteer?

Staff

Would you like to identify another leader?

Yes

Name

Dale Grandfield

Email

dgrandfield@nativitycathedral.org

Are they a staff member or volunteer?

Volunteer

Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process?

Yes

If yes, please summarize and provide the name of the commission/group, and a contact person with name and email address.

Diocese of Bethlehem Racial Justice and Reconciliation Task Force.
Co-chairs:
Sandy Milien:
sandy@diobeth.org
Rev. Dale Grandfield: dgrandfield@nativitycathedral.org

Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.

Congregation

Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:

A few of our parishes have begun to engage in a truth and reconciliation process by leading book studies, reviewing and re-writing their mission statements to reflect their support for communities of color.

In addition, clergy around the diocese have made it a priority for their sermons to address the injustices we see in our communities and the country and reflect on the church's role in addressing them.

Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?

Yes

If your diocese, congregation or institution has not begun to pursue a Truth and Reconciliation process, have leaders expressed interest in starting such work?

Yes

Section Two: Proclaiming the Dream of Beloved Community (PROCLAMATION)

Check all the Proclaiming the Dream ministries with which your diocese, congregation or institution has engaged during the last 12 months: (check all that apply)

Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc
Offer public witness (editorials, public speaking, protests and vigils)

Please describe the efforts related to the boxes checked above:

Held a four-week learning session during Black History Month led by community leaders.

Offered prayer services (Livestreamed) led by the diocesan racial justice and reconciliation task force.

Section Three: Practicing Jesus's Healing Way (FORMATION)

Check all the Practicing the Way ministries with which your diocese or entity has engaged during the last 12 months: (check all that apply)

Sacred Ground dialogue circles
Liturgies of repentance and lament
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race
Storytelling circles, including Beloved Community Story Sharing

Please describe the efforts related to the boxes checked above:

Parishes have engaged with the Sacred Ground curriculum alongside other religious denominations.

Clergy and lay leaders have led book studies with their vestries and congregations.

Diocesan leaders have participated in interfaith services denouncing the injustices in our communities and repenting for the church's role in perpetuating this system of oppression.

Organized a video series sharing the stories of people of color across our diocese.

Section Four: Repairing the Breach in Institutions and Society (JUSTICE)

Check all the church-wide Repairing the Breach efforts with which your diocese, congregation or institution has engaged during the last 12 months:

Poor People's Campaign

At what levels is your diocese, congregation or institution engaging with "Reimagining Policing and Criminal Justice Reform"?

Learning

At what levels is your diocese, congregation or institution engaging with "Prison Ministries or Re-entry Ministries," that is, supporting persons re-entering community following incarceration?

Local engagement

At what levels is your diocese, congregation or institution engaging with "Refugee Ministries"?

Learning
Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with "Immigration Reform"?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with “Education Equity,” including support for Historically Black Colleges and Universities and partnering with under-resourced schools primarily serving students of color?

Learning
Local engagement

At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?

Learning
Local engagement

At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?

Learning

At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?

Learning
Local engagement

At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?

Not yet engaged

Please describe the efforts related to the boxes checked above:

Clergy working closely with the Poor People's campaign.

marching alongside students, teachers, and religious leaders to demand equal funding for predominantly black schools.

Local parishes are working together to form creation care groups and leading learning gatherings.

Conclusion
