

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

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### Introductory Info

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**Name** Carrie Headington

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**Title** Canon Evangelist

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**Organization** Episcopal Diocese of Dallas

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**Diocese** Dallas

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

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

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

- Demographic study of congregations, including racial and ethnic make-up
- Demographic study of geographic communities within the diocese, including racial and ethnic make-up
- Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color
- Intentional efforts to increase proportion of people of color among clergy
- Intentional efforts to increase proportion of people of color in membership
- Intentional efforts to address racial disparities in treatment of leaders across the diocese, congregation or institution

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**Please describe the efforts related to the boxes checked above:**

1. The Diocese offers workshops by parish and by regional convocation which includes demographic studies of racial and ethnic make-up for every parish. (In the church and in the geographic community.)

2. Bishop George Sumner and the Standing Committee have made an intentional commitment to increasing people of color among the clergy. This includes offering diocesan formation in Spanish and seeking to plant in diverse ethnic communities. In recent years we have launched church plants in the Bhutanese, Nigerian, Iranian and LatinX communities. We are also deeply committed through prayer networks, worship services, children's work, educational opportunities, schools, food outreach in the Southern Sector of Dallas which is primarily African American.

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**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)**

Investigating the organization's historic role in racial injustice;  
Committing to specific action to repent, heal and repair past and present injustices with which our organizations and members have been and/or are complicit (also known as "reparations").

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**Please describe these Truth and Reconciliation process efforts:**

We have formed a Racial Healing, Reconciliation and Justice Commission which is investigating our diocese's parishes and diocesan-wide historical racial injustice. We are encouraging parishes to engage in truth-telling and parish historical investigations.

We are also working with a group of city-wide ecumenical partners through Reconcile Dallas to explore our city-wide and regional systemic injustices.

We are working on plans to gather post-covid for communal repentance and pilgrimages to sites where racial violence occurred/occurs in our city.

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

Yes

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

Episcopal Diocese of Dallas Racial Healing, Reconciliation and Justice Commission.

Chair: Deacon Jennifer Smith

Staff Contact: Canon Carrie Headington

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<b>Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?</b>	Yes
<b>If your diocese, congregation or institution has not begun to pursue a Truth and Reconciliation process, have leaders expressed interest in starting such work?</b>	Yes
<b>What assistance or resources would help you to take the next steps around Truth and Reconciliation?</b>	Resources on steps for this process in uncovering truth as thoroughly as possible and how to educate diocese. I would also like more information on how to do the racial justice audit. I was not aware of this resource.

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

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<b>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)</b>	<p>Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc</p> <p>Offer public witness (editorials, public speaking, protests and vigils)</p> <p>Participate in local or regional efforts to examine the history of race and racism</p> <p>Participate in efforts to generate a local or regional vision for racial healing</p>
<b>Please describe the efforts related to the boxes checked above:</b>	<p>1. We participate in monthly city-wide listening and learning sessions with ecumenical partners around race.</p> <p>2. We have weekly prayer calls with diverse ecumenical partners to pray for justice and racial reconciliation issues.</p> <p>3. We are launching a comprehensive Transforming Communities Project with a focus on biblical formation in the area of racial reconciliation, truth-telling and justice with ecumenical partners. This will involve diocesan and ecumenical city-wide conferences and small group formation in our parishes.</p>
<b>What assistance or resources would help you to take the next steps around Proclaiming the Dream?</b>	Ideas for conference speakers. Resources. List of must-read books. Connecting us to other dioceses who are deeply committed to this work.

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

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

Anti-racism or dismantling racism training  
Liturgies of repentance and lament  
Incorporation of non-dominant cultural expressions in liturgy  
Preaching on race and racism  
Diocesan or organization-wide reading of book(s) on race

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**Please describe the efforts related to the boxes checked above:**

1. Cost of Covid Truth-telling educational zoom which included truth-telling and stories of systemic racism in our region.
2. Working on pilgrimages for post-covid
3. We have been praying together for healing racial injustice and systemic racism. Participated in City walk for Juneteenth after prayer gathering.
4. Read together as a Diocese "Rediscipling the White Church" by David Swanson (weekly small group zoom discussion) and had him speak to our diocese. This discussion included storytelling.

We will continue book readings this fall.

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

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

Jubilee Ministries

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

Local engagement

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**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

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

Local engagement

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

Local engagement  
State engagement

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<p><b>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?</b></p>	<p>Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</b></p>	<p>Learning</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</b></p>	<p>Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</b></p>	<p>Learning Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</b></p>	<p>Learning Not yet engaged</p>
<p><b>Please describe the efforts related to the boxes checked above:</b></p>	<ol style="list-style-type: none"> <li>1. Jubilee Ministry- Establish a park and community center in an under-served area of Dallas which serves primarily people of color- after school programs, community policing, summer programming, employment training.</li> <li>2. Reimagining Policing - Held city-wide prayer gathering post police brutality in Dallas. Also participated in city-wide protest against police brutality.</li> <li>3. Re-entry - work with ecumenical partners in South Dallas on re-entry employment through the Greater Dallas Coalition. Hold a summer camp at Gainesville State Prison where we help incarcerated youth and provide help in re-entry. Also very active in Kairos ministry in many prisons and jails in our region.</li> <li>4. Education - Dallas Champions Academy - EDOD supports a summer camp for underserved South Dallas serving primarily children/youth of color. Provides year-round mentoring and college placement. We help place 50 students of color living in poverty to attend college annually. We have a college retention specialist who works with the college students. We have served over 2,500 students in the past 12 years.</li> </ol>

**In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?**

We have established a 3 pronged approach to the work and divided it into 3 areas:

1. Formation and education
2. Worship/ Liturgy
3. Action and Advocacy

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**What assistance or resources would help you to take the next steps around Repairing the Breach?**

What are other dioceses doing to repair the breach?

Resources.

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## **Conclusion**

**Is there anything else you wish to share about your diocese, congregation or institution and its engagement with racial reconciliation and justice ministries, overall?**

We give thanks for the leadership of The Episcopal Church. The leadership from 815 has been exceptional. We give thanks for your witness, your resourcing, and your constant placement of this work before the church. Keep up the great work. We are committed to this work and acknowledge we have much to learn. We thank you.

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