

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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**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:**

- 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 among staff
- 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:** Each of these topics form a part of regular conversation, raising awareness in congregations and throughout the diocese. More importantly, there have been dedicated efforts on the part of Transition Ministry and Bishop to recruit persons of color--especially Latinos and Latinas to parishes and staff positions.

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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;  
Linking historic injustice in your organization with ongoing patterns of racial injustice

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

For the past year, a design team has been working to implement a "Storied Pilgrimage with Race-" a set of videos, formation materials, action items and reflection to work with our rich ethnic and racial context. These are stories of people within our diocese, and the curriculum is our official "anti-racism training" for the diocese. All clergy and diocesan leaders are being encouraged to not only attend groups using this curriculum, but also to lead their own group.

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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.**

"A Storied Pilgrimage with Race"  
Bishop Lucinda Ashby  
bishoplucinda@realepiscopal.org

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

Congregation

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

Yes

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**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

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

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**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)  
Participate in local or regional efforts to examine the history of race and racism  
Participate in efforts to generate a local or regional vision for racial healing

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Please describe the efforts related to the boxes checked above:

All of the above are ongoing areas of focus, with individuals, congregations, local community partnerships, and diocesan-wide.

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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  
Racial healing, reconciliation and justice pilgrimages  
Preaching on race and racism  
Diocesan or organization-wide reading of book(s) on race

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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:

Episcopal Public Policy Network (EPPN) or the Office of Government Relations  
Asset-based Community Development  
Poor People's Campaign

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

Learning  
Local engagement  
State 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?

Learning  
Local engagement  
State engagement

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

Learning  
Local engagement  
State engagement

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

Learning  
Local engagement  
State engagement

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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?

Not engaged

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

Learning  
Local engagement  
State engagement

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

Learning  
Local engagement  
State engagement

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

Learning  
Local engagement  
State engagement

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

Learning

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## **Conclusion**

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