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Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

Name	Claire Woodley
Title	Canon for Congregational Support
Organization	Bishop's Staff
Diocese	Long Island
Email	cwooldey@dioceseli.org

Contact Phone Number (include country code if outside U.S.) 516 248 4800

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
- 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 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

Please describe the efforts related to the boxes checked above:

EDLI has commissioned Data Story to give us a complete demographic study of the congregations of the Diocese with special emphasis on structural racism and its impact on our congregations and people.

In the Fall of 2020 we invited the Black People's Presence Project of Dio. NY to assist our congregations to begin their own historical investigation into the presence of black people and the effects on black people's lives by actions taken by congregations and congregations members. In the Fall of 2021 we hired an Historian in Residence to assist congregations in their historical research.

Our Transition ministry consultants have been trained in anti-bias training and anti-racism awareness in training search committees and Vestries. Long Island is a very diverse diocese, all evangelism materials are presented in English and Spanish and cross cultural/cross racial is encouraged in our trainings.

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
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").

Please describe these Truth and Reconciliation process efforts:

We are engaged in a Diocese wide investigation of our historic engagement with racism and racial injustice. Our studies so far include the colonial period, the Civil War era, Jim Crow, KKK presence in Long Island, red lining, white flight, sundown towns and race covenants of the 1950's and forward.

In the Fall of 2020 we had trainings in presenting and engaging Sacred Ground groups and Healing from Internalized Oppression participation. We had approximately 40 Sacred Ground groups during 2020/21.

The Data Story makes historical and present racial inequity clear. We have started an Indaba process, convening congregations from our four counties to enter into conversation with one another. Two workshops were held to assist members to enter into deeper dialogue: the Becoming Beloved Community Storysharing Workshops, and the Hosting a World Cafe training for people to have conversation on what steps/actions to take next.

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

No

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.	Racial Justice and Reconciliation Commission of the Standing Committee of the Diocese of Long Island.
Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.	Congregation Seminary or School
Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:	Both our Sacred Ground groups and World Cafe groups were facilitated by the Mercer School of Religion and its Board members. Many of our congregations conducted multiple Sacred Ground Groups or had members participated in the Mercer School groups. We will be doing a second round of Sacred Ground Groups in 2021/22.
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)	Offer public witness (editorials, public speaking, protests and vigils) Participate in local or regional efforts to examine the history of race and racism
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Please describe the efforts related to the boxes checked above:

We have done World Cafe trainings for congregations who have completed Sacred Ground to begin to articulate next steps based in the learning they have done.

In the coming year we will have a month long Peaching Residency for our clergy on Preaching and prophecy in racial justice and reconciliation held at our Cathedral of the Incarnation in partnership with Mercer School of Theology. We will have five preachers on five consecutive weeks teaching preaching skills for prophetic preaching for the clergy of the Diocese.

This Fall as part of our First And Fresh program we will be teaching clergy the art of writing editorials to local and City publications.

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
Anti-racism or dismantling racism training
Internalized oppression training
Racial healing, reconciliation and justice pilgrimages
Liturgies of repentance and lament
Liturgical resource development
Incorporation of non-dominant cultural expressions in liturgy

Please describe the efforts related to the boxes checked above:

I have already addressed our participation in the Sacred Ground Circles. We have as part of our warden's and Clergy Anti-racism training requirements to serve in the Diocese. We had Ron Bird as our guest for a Fall clergy training day in last year and invited congregations and individuals to engage this training during Lent of 2021. We are on the process of creating Racial Justice and reconciliation pilgrimages for the Diocese based on the historical investigations that congregations are now undertaking. We hope to create three or four pilgrimage trails. Our Youth program will be the first to engage the trails this coming Spring. We have a liturgical group that has just begun meeting to create the liturgical sacramental tools to be used in the Pilgrimages, Martin Luther King Day, Juneteenth and other observances.

What assistance or resources would help you to take the next steps around Practicing the Way?

It would be really great to have liturgical and sacramental resources developed for Pilgrimages and other observances by the PB's staff and other inter-diocesan groups.

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

At what levels is your diocese, congregation or institution engaging with “Reimagining Policing and Criminal Justice Reform”? Learning
Local engagement
State engagement
Federal engagement

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
Federal engagement

At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”? Learning
Local engagement
State engagement
Federal engagement

At what levels is your diocese, congregation or institution engaging with “Immigration Reform”? Learning
Local engagement
State engagement
Federal engagement

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
State engagement
Federal engagement

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
Federal engagement

At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”? Learning
Local engagement
Tribal engagement
State engagement
Federal engagement

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

Learning
Local engagement
Tribal engagement
State engagement

Please describe the efforts related to the boxes checked above:

Through support and engagement with Rural and Migrant Ministries and our Vicar for Social Justice we are engaged in public witness and action on the local, state and national level. Utilizing EPPN we have built state and national engagement.
We have engaged Asset Based Development and Jubilee Centers through out Episcopal Ministries of Long Island, both funding and providing training and ongoing support for the social justice work in the parishes of the Diocese.

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

Our Youth and Young Adult program has piloted affinity groups for racial awareness networking with other Youth and dioceses.

Conclusion
