

# EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM & RECONCILIATION

## Membership

Mr. James McKim, <i>Chair</i>	New Hampshire, I	2021
The Rev. Yamily Bass-Choate	New York, II	2021
Dr. Frances Dannenberg	Pittsburgh, III	2021
The Rev. Canon John Kitagawa	Arizona, VIII	2021
Ms. Ayesha Mutope-Johnson	Texas, VII	2021
The Rev. Susie Shaefer	Michigan, V	2021
The Ven. Paul Sneve	South Dakota, VI	2021
The Rt. Rev. Morris K. Thompson, Jr.	Louisiana, IV	2021
The Most Rev. Michael Curry, <i>Ex Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex Officio</i>	Ohio, V	

## Changes in Membership

The current composition of the Executive Council Committee on Anti-Racism (ECCAR) was created by General Convention Resolution 2015-A023. Representatives were named from all provinces.

We would like to thank the members of the Committee who remained with us this triennium:

- Mr. James McKim representing Province I
- Ven. Paul Sneve representing Province VI
- Ms. Ayesha Moutope-Johnson representing Province VII
- Rev. Angela Shepherd representing Province IV who moved from Province III
- Rev. Emilio representing Province IX

New members for the triennium included:

- Mr. Brian Romano representing Province II
- Dr. Frances Dannenberg representing Province III
- Rev. Susie Shaefer representing Province V
- Rev. Canon John Kitagawa (Vice-Chair) representing Province VIII
- Rt. Rev. Morris Thompson representing the House of Bishops

As a result of the 2018 General Convention, the Executive Council was restructured. Thus, the first few months of the triennium were spent with no liaison to Executive Council from which to get guidance.

Mr. Brian Romano left the Committee in May 2019. Rev. Yamily Bass-Choate replaced him in May 2020.

## Acknowledgements

In March 2019, Executive Council selected Canon Noreen Duncan to join the Committee as the Liaison of Executive Council through the Executive Council Joint Standing Committee on Mission Within The Episcopal Church. The Committee would like to thank her for her support.

Staff Liaison Ms. Heidi Kim left the Committee in April. Rev. Isaiah “Shaneequa” Brokenleg replaced her in June 2020.

Since the Spring of 2018, Rev. Timothy Seamans had been serving as an ad-hoc Youth Representative. In March 2019 he moved to California and left the Committee. No replacement was named.

We would like to thank Rev. Dr. Stephanie Spellers Canon for Evangelism, Reconciliation and Creation Care and House of Deputies Vice-President Byron Rushing for participating in several meetings.

## Mandate

### 2018-A043

*Resolved*, That the mandate for the Executive Council Committee on Anti-Racism be amended, and hereby read as follows:

“This Committee is charged with supporting and monitoring the Church’s work in response to General Convention resolutions directed at eliminating the sin of racism from the life of the Church by:

Recognizing and developing its work of racial healing, justice, and reconciliation as a fundamental and requisite part of Christian formation; supporting the work of Becoming Beloved Community: The Episcopal Church’s Long-Term Commitment to Racial Healing, Justice, and Reconciliation; recommending best practices for dismantling racism training; collecting information from dioceses and provinces about their successes and challenges in complying with the canonical requirements and with General Convention Resolution 2000-B049 for providing anti-racism training; and sharing their findings with Executive Council on an annual basis.”

## Summary of Work

In addition to the mandate above, the Committee's work is, also, directed by GC 2018-A045 which reads as follows:

*“Resolved, That we acknowledge that not all dioceses have followed the spirit of the anti-racism training required in Title III or General Convention Resolution 2000-B049 regarding training of all ordained persons and lay leadership; and be it further*

*Resolved, That we acknowledge that the work of dismantling racism is an essential part of spiritual formation; and be it further*

*Resolved, That the 79th General Convention re-affirms the necessity and importance of anti-racism training for the lay and ordained leadership of The Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to committees, commissions, agencies, task forces, and boards; and be it further*

*Resolved, That the Executive Council Committee on Anti-Racism and The Episcopal Church staff, The Absalom Jones Episcopal Center for Racial Healing and Christian Formation professionals be encouraged to work together to continue to expand the resources available for trainings that can be adapted to different contexts and that address the multiplicity and intersectionality of oppressions that exist in society, and maintain online a recommended list of curricula and programs as they are developed, that could be used for anti-racism training and for training facilitators; and be it further*

*Resolved, That the lay and ordained leadership of The Episcopal Church are also expected to engage in ongoing spiritual formation and education focused on racial healing, justice, and reconciliation as part of our Church's commitment to Becoming Beloved Community; and be it further*

*Resolved, That each committee, commission, agency, task force, and board, and each province and diocese maintain a register of those who have participated in training, and annually report to the Executive Council through the Executive Council Committee on Anti-Racism by January 1 each year, how many people have participated in training and what other Becoming Beloved Community formation opportunities have been offered and that the Council report on this information to future General Conventions until such time as the Executive Council Committee on Anti-Racism or its succeeding body determines it is no longer necessary.”*

The triennium began with mandate which seemed to contradict some previously passed resolutions (namely GC 2015-A022 and GC 2018-A045). The Committee spent the first few months of the triennium working with staff and the Executive Council Joint Standing Committee on Mission Within The Episcopal Church trying to reconcile those conflicts. The conflicts still seem to exist. We are putting forth a resolution to clarify these conflicts.

The past triennium has been one of the most challenging in our history. The leadership of the United States seems to have divided the nation to an extent many feel has not been the case since the U.S. Civil War. Because of this context in which we live, the Committee understood the need for the work it was mandated to do was more important now than ever.

The good news is, the Church continues to commit itself to racial reconciliation. There seems to be a growing hunger for the work. More and more attention and resources are being applied to the work.

The Committee was very active meeting monthly on Zoom throughout the Triennium with breaks for the Summer months and December.

This section describes the work of the Committee toward fulfilling its mandate as described in both GC Resolutions 2018-A043 and 2018-A045.

### **GC Resolutions 2018-A043**

#### **Recognizing and Developing Its Work Of Racial Healing, Justice, And Reconciliation As A Fundamental And Requisite Part Of Christian Formation**

The Committee, regularly, reflected on the importance of theology in its work and in the anti-racism and racial reconciliation work of the Church. Each of our meetings started and ended with prayer. Many of the prayers followed the sentiments of the prophet Micah, who taught that the Lord requires us to “do justice, love mercy and walk humbly with our God.”

The results of the 2016 election and the actions of many in positions of power made it clear to the Committee that contrary to popular belief, the election of an African American President did not signal the end of racism in the United States. But, instead, it caused a backlash against People of Color. This backlash has negatively impacted people around the world.

The Committee recognizes that there are some in the Church who have not met the objective of Mission Mark 4: “to seek to transform unjust structures of society, to challenge violence of every kind, and to pursue peace and reconciliation.” We continue to see evidence that there are people in U.S. and non-U.S. dioceses who do not fully appreciate the power and impact of racism on people’s lives. These are the people the Committee feels called to invite to follow the Baptismal Covenant to “respect the dignity of every human being” and to meet the objective of Mission Mark 4.

Following the words of Presiding Bishop Michael Curry on July 1, 2020, regarding the President’s use of St. John’s Episcopal Church as a platform for divisive rhetoric, “For the sake of George Floyd, for all who have wrongly suffered, and for the sake of us all, we need leaders to help us to be 'one nation, under God, with liberty and justice for all.'” We reaffirmed that the work of anti-racism, racial reconciliation, healing, and justice must be a central part of both Christian Formation and the development of Church leadership so that we can help create these leaders who will live into those words.

### **Supporting The Work Of Becoming Beloved Community: The Episcopal Church's Long-Term Commitment To Racial Healing, Justice, And Reconciliation**

We applaud the work of staff posting guidelines, such as the Becoming Beloved Community, and their engagement across the Church, such as the work of our Staff Liaison Rev. Brokenleg, who worked with Dioceses of Oregon, Olympia, South Dakota, San Diego, Long Island, Colorado, Nebraska, MN, and Fond du Lac.

The Committee undertook several actions to support the work of Becoming Beloved Community.

- Á Rev. Kitagawa served on the Presiding Bishop's Becoming Beloved Community Committee which ran the Becoming Beloved Community Summit mandated by GC Resolution 2018-A228 (which several Committee members attended) and the Becoming Beloved Community Grant program which provided \$187,800 of grants across the church in three phases: 1) \$64,400 2) \$35,600 3) \$87,800.
- Á To support the fulfilment of the church's commitment to translation and interpretation, Mr. McKim met with Church COO Geoff Smith and staff as well as with Ms. Jane Cislucis, Chair Joint Standing Committee on Governance and Operations. Ms. Cislucis indicated that her Committee would take up the issue.
- Á Ven. Sneve presented what ECCAR does, how our work impacts Native People in the Church, and information about the Anti-Racism/Racial Reconciliation Training Framework as a tool to help them as they worked to include Anti-Racism training in their Provinces, Dioceses and Churches at Wintertalk in January of 2020.
- Á Mr. McKim participated in analysis of the Asset Map & Racial Justice Ministry Inventory (aka Diocesan Racial Healing and Justice Engagement Inventory). He and Rev. Brokenleg shared a summary of the initial review with the Committee. Eventually, the information will be loaded into the Episcopal Asset Map located at <https://www.episcopalassetmap.org/maps/diocesan-offices> so that anyone can find information about racial reconciliation efforts across the church.

The Committee's 2018 Blue Book report provided information from more of the Church on the work across the Church toward racial reconciliation than ever before. The information provided by this Asset Map & Racial Justice Ministry Inventory provides an even better picture of the work of the Church toward racial reconciliation. The data from that Inventory is still being analyzed.

The hope is that in the future staff will perform this inventory each year to fulfill the Committee's mandate of gathering this data. For the dioceses that do not respond, the hope is that ECCAR members can personally contact members of the non-responding dioceses and request the information. This will address the fact that the Committee, with its limited time and resources, has not been able to do the work annually as its mandate directs.

Mr. McKim, Rev. Kitagawa, Canon Duncan, and Mr. Rushing participated in the analysis of the Racial Justice Audit that was executed by the Mission Institute and the staff. They, along with Rev. Brokenleg, reviewed preliminary findings with the Committee.

Ven. Sneve provided input for the New Community Conference in August of 2020 which, again, brought together People of Color to discuss how to live into Becoming Beloved Community.

Mr. McKim provided input for the update of the Racial Reconciliation pages of the [episcopalchurch.org](http://episcopalchurch.org) website.

Through the work of each Committee member reaching out to their respective dioceses, we created a Diocesan Racial Reconciliation Contact List.

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
Province I	Province of New England	Diocese of Connecticut (Hartford)	Rev. Marjory Chapman
		Diocese of Maine (Portland)	Elizabeth Ring
		Diocese of Massachusetts (Boston)	Rev. Rebecca Black/Becky Alden
		Diocese of New Hampshire (Concord)	James McKim
		Diocese of Rhode Island (Providence)	Rev. Cara Rockwell
		Diocese of Vermont (Burlington)	Maurice Harris
		Diocese of Rhodes Island	Center for Reconciliation
		Diocese of Western Massachusetts (Springfield)	Rev. Harvey Hill/Lee Cheek
Province II	The International Atlantic Provinces or Province of	Diocese of Albany (Albany)	
		Diocese of Central New York (Syracuse)	Rev. Dr. Dena Cleaver-Bartholomew

---

REPORTS TO THE 80th GENERAL CONVENTION

---

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
	New York and New Jersey	Convocation of Episcopal Churches in Europe (Paris)	
		Diocese of Cuba (Havana)	
		Diocese of Haiti (Port-au-Prince)	
		Diocese of Long Island (Garden City)	Rev. Gabrielle Boatswain
		Diocese of New Jersey (Trenton)	Rev. Ted Moore, Canon Barbara Bach, and Canon Noreen Duncan
		Diocese of New York (New York City)	Carla Burns
		Diocese of Newark (Newark)	Jerry Racioppi
		Diocese of Rochester (Rochester)	Rev. Deacon Melanie Duguid-May & Ms. Nicole Hercules
		Diocese of the Virgin Islands (Charlotte Amalie)	Ms. Judi Shimel
		Diocese of Western New York (Buffalo)	Hon. Rose H. Sconiers & Matthew Lincoln
Province III	Province of Washington	Diocese of Bethlehem (Bethlehem)	Rev. Scott Allen
		Diocese of Central Pennsylvania (Harrisburg)	Rev. Linda Watkins 407 Greenwood Street
		Diocese of Delaware (Wilmington)	Ms. Joyce Bembry
		Diocese of Easton (Easton)	

---

REPORTS TO THE 80th GENERAL CONVENTION

---

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
		Diocese of Maryland (Baltimore)	The Rev. Canon Christine McCloud
		Diocese of Northwestern Pennsylvania (Erie)	No contact person. Send inquiries to diocese
		Diocese of Pennsylvania (Philadelphia)	The Rev. Canon Toneh Smyth
		Diocese of Pittsburgh (Pittsburgh)	The Rev Michael Foley
		Diocese of Southern Virginia (Norfolk)	Ms. Lynn Farlin
		Diocese of Southwestern Virginia (Roanoke)	The Venerable Hayes-Smith
		Virginia (Offices in Richmond; cathedral shrine in Orkney Springs)	Ms. Aishas Huertas
		Diocese of Washington (Washington, D.C.)	The Rev. Canon Marsha Clark
		Diocese of West Virginia (Charleston)	The Rev. Bill Bumgarner
Province IV	Province of Sewanee	Diocese of Alabama (Birmingham)	The Rev. Angela Shepherd
		Diocese of Atlanta (Atlanta)	The Rev. Angela Shepherd
		Diocese of Central Florida (Orlando)	The Rev. Angela Shepherd



---

## REPORTS TO THE 80th GENERAL CONVENTION

---

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
		Diocese of the Central Gulf Coast (Offices in Pensacola, Florida; cathedral in Mobile, Alabama)	The Rev. Angela Shepherd
		Diocese of East Carolina (Kinston)	The Rev. Angela Shepherd
		Diocese of East Tennessee (Knoxville)	The Rev. Angela Shepherd
		Diocese of Florida (Jacksonville)	The Rev. Angela Shepherd
		Diocese of Georgia (Savannah)	The Rev. Angela Shepherd
		Diocese of Kentucky (Louisville)	The Rev. Angela Shepherd
		Diocese of Lexington (Lexington)	The Rev. Angela Shepherd
		Diocese of Louisiana (New Orleans)	The Rev. Angela Shepherd
		Diocese of Mississippi (Jackson)	The Rev. Angela Shepherd
		Diocese of North Carolina (Raleigh)	The Rev. Angela Shepherd
		Diocese of South Carolina (Charleston)	The Rev. Angela Shepherd
		Diocese of Southeast Florida (Miami)	The Rev. Angela Shepherd
		Diocese of Southwest Florida (Offices in Sarasota;	The Rev. Angela Shepherd

---

REPORTS TO THE 80th GENERAL CONVENTION

---

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
		cathedral in St. Petersburg)	
		Diocese of Tennessee (Nashville)	The Rev. Angela Shepherd
		Diocese of Upper South Carolina (Columbia)	The Rev. Angela Shepherd
		Diocese of West Tennessee (Memphis)	The Rev. Angela Shepherd
		Diocese of Western North Carolina (Asheville)	The Rev. Angela Shepherd
Province V	Province of the Midwest	Diocese of Chicago (Chicago)	
		Diocese of Eastern Michigan (Saginaw)	
		Diocese of Eau Claire (Eau Claire)	
		Diocese of Fond du Lac (Fond du Lac)	
		Diocese of Indianapolis (Indianapolis)	
		Diocese of Michigan (Detroit)	Elizabeth Bingham, Felicity Thompson, Eric Travis (youth)
		Diocese of Milwaukee (Milwaukee)	Ed Leidel
		Diocese of Missouri (St. Louis)	Adrienne, Kurt
		Diocese of Northern Indiana (South Bend)	Terri B (diocesan staff)

---

REPORTS TO THE 80th GENERAL CONVENTION

---

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
		Diocese of Northern Michigan (Marquette)	Rick S, Kath
		Diocese of Ohio (Cleveland)	Debbie
		Diocese of Southern Ohio (Cincinnati)	Margaret (diocesan staff)
		Diocese of Springfield (Springfield)	
		Diocese of Western Michigan (Portage/Kalamazoo)	
Province VI	Province of the Northwest	Diocese of Colorado (Denver)	Anthony Suggs
		Diocese of Iowa (Offices in Des Moines; cathedrals in Davenport and Des Moines)	The Rev. Meg Wagner
		Diocese of Minnesota (Offices in Minneapolis; cathedrals in Faribault and Minneapolis)	The Rev. Susan Daughtry
		Diocese of Montana (Helena)	Dr. Jamie Sherman
		Diocese of Nebraska (Omaha)	The Reverend Canon Elizabeth Easton
		Diocese of North Dakota (Fargo)	The Rev. Dr. John Floberg
		Diocese of South Dakota (Sioux Falls)	The Venerable Paul Sneve

---

REPORTS TO THE 80th GENERAL CONVENTION

---

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
		Diocese of Wyoming (Offices in Casper; cathedral in Laramie)	The Rev. Roxanne Jimerson-Friday
Province VII	Province of the Southwest	Diocese of Arkansas (Little Rock)	The Rev. Sara Milford
		Diocese of Dallas (Dallas)	Rev. Oliver Lee
		Diocese of Fort Worth (Offices in Fort Worth)	Ms. Ayesha Moutope-Johnson
		Diocese of Kansas (Topeka)	Rev. Elizabeth Montes
		Diocese of Northwest Texas (Lubbock)	The Rev. Lilly Plummer
		Diocese of Oklahoma (Oklahoma City)	Rev. Joseph Alsay
		Diocese of the Rio Grande (Albuquerque)	Ms. Sondra Jones
		Diocese of Texas (Houston)	Ayesha Mutope/Denise Trevino
		Diocese of West Missouri (Kansas City)	Shirley Bolden
		Diocese of West Texas (San Antonio)	Flor Saldivar
		Diocese of Western Kansas (Salina)	Rev. Charles Kerschen
		Diocese of Western Louisiana (Offices in Pineville;	Rev. Bette Kauffman

---

REPORTS TO THE 80th GENERAL CONVENTION

---

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
		cathedral in Shreveport)	
Province VIII	Province of the Pacific	Diocese of Alaska (Fairbanks)	The Rev. John Kitagawa
		Diocese of Arizona (Phoenix)	The Rev. John Kitagawa
		Diocese of California (San Francisco)	The Rev. John Kitagawa
		Diocese of Eastern Oregon (The Dalles)	The Rev. John Kitagawa
		Diocese of El Camino Real (San Jose)	The Rev. John Kitagawa
		Diocese of Hawaii (Honolulu)	The Rev. John Kitagawa
		Diocese of Idaho (Boise)	The Rev. John Kitagawa
		Diocese of Los Angeles (Diocesan seat in Echo Park district, Los Angeles; procathedral in downtown LA)	The Rev. John Kitagawa
		Diocese of Micronesia <sup>[3]</sup>	The Rev. John Kitagawa
		Diocese of Navajoland (Farmington)	The Rev. John Kitagawa
		Diocese of Nevada (Las Vegas)	The Rev. John Kitagawa
		Diocese of Northern California (Sacramento)	The Rev. John Kitagawa

## REPORTS TO THE 80th GENERAL CONVENTION

Province	Name	Diocese	Diocesan Anti-Racism/Diversity/Reconciliation Contact
		Diocese of Olympia (Seattle)	The Rev. John Kitagawa
		Diocese of Oregon (Portland)	The Rev. John Kitagawa
		Diocese of San Diego (San Diego)	The Rev. John Kitagawa
		Diocese of San Joaquin (Fresno)	The Rev. John Kitagawa
		Diocese of Spokane (Spokane)	The Rev. John Kitagawa
		Diocese of Taiwan (Taipei)	The Rev. John Kitagawa
		Diocese of Utah (Salt Lake City)	The Rev. John Kitagawa
Province IX	Province of Latin America	Diocese of Colombia (Bogotá)	Francisco Duque obispoduque@hotmail.com
		Diocese of the Dominican Republic (Santo Domingo)	The Rt. Rev. Moises Quezada
		Diocese of Central Ecuador (Quito)	The Rt. Rev. Cristobal Olmedo Leon
		Diocese of Litoral Ecuador (Guayaquil)	The Rt. Rev. Victor Scantlebury
		Diocese of Honduras (San Pedro Sula)	The Rt. Rev. Lloyd Allen
		Diocese of Puerto Rico (San Juan)	Rafael Morales
		Diocese of Venezuela (Caracas)	The Rt. Rev. Orlando Guerrero

This list is available on the Episcopal Church website at [https://www.episcopalchurch.org/files/eccar\\_diocesan\\_leaders\\_-\\_sheet1.pdf](https://www.episcopalchurch.org/files/eccar_diocesan_leaders_-_sheet1.pdf).

## **Recommending Best Practices For Dismantling Racism Training**

The Committee continued the work of providing best practices for dismantling racism training by:

- developing supplements to the Anti-Racism/Reconciliation Training Framework;
- posting notices regularly on social media about GC Resolution 2018-A044 and the Anti-Racism/Reconciliation Training Framework;
- working with staff to bring together key anti-racism/reconciliation trainers and provide a select list of Anti-Racism/Dismantling Racism Training Programs now available on the episcopalchurch.org site at [https://episcopalchurch.org/files/documents/en\\_-\\_anti-racism\\_training\\_programs\\_summary.pdf?fbclid=IwAR3DL6XeX9yITWA9kcJaNhGYtxHzzhcDSnfUWpvybYFJ\\_WJtAlKZVPXjpys](https://episcopalchurch.org/files/documents/en_-_anti-racism_training_programs_summary.pdf?fbclid=IwAR3DL6XeX9yITWA9kcJaNhGYtxHzzhcDSnfUWpvybYFJ_WJtAlKZVPXjpys) including:
  - The Absalom Jones Episcopal Center for Racial Healing
  - The Anti-Racism Commission of the New Jersey Diocese
  - The Kaleidoscope Institute
  - The Mission Institute
  - The Office of Black Ministries (Episcopal Internalized Oppression Training)
  - Visions, Inc.
  - Developing a guide to attracting, recruiting, hiring, and retention of People of Color in positions throughout the church and a resolution to support it.

## **Collecting Information From Dioceses And Provinces About Their Successes And Challenges In Complying With The Canonical Requirements And With General Convention Resolution 2000-B049 For Providing Anti-Racism Training**

As mentioned in the section Supporting the work of Becoming Beloved Community: The Episcopal Church's Long-Term Commitment to Racial Healing, Justice, and Reconciliation, the Committee worked with staff to survey dioceses in the work of anti-racism, racial reconciliation, healing, and justice. We also surveyed various dioceses ourselves.

From book reads, to pilgrimages, to use of the Sacred Ground series, to training, to facilitated conversations, the breadth and depth of the work being done is encouraging. And we are pleased that several dioceses are now beginning the work where they were not previously engaged.

We continue to caution, however, that one-to-three hour informational workshops and programs that are not a part of a coherent curriculum normally should not be used to meet the General Convention mandate of antiracism training and certification. To that end, we must continue to

spread the word about the resources available on the [episcopalchurch.org](http://episcopalchurch.org) web site and the training organizations that are able to provide assistance.

Information obtained from dioceses on their successes and challenges in complying with the canonical requirements and with General Convention Resolution 2000-B049 and now General Convention Resolution 2018-A045 for providing anti-racism training is described in the rest of this section.

### **Asset Map & Racial Justice Ministry Inventory**

To collect information from dioceses and provinces about their successes and challenges in complying with the canonical requirements, and with General Convention Resolution 2000-B049 for providing anti-racism training, the Committee worked with church staff in the implementation of an Asset Map & Racial Justice Ministry Inventory (aka Diocesan Racial Healing and Justice Engagement Inventory).

Dioceses from Provinces I, II, V, and IX all submitted information to the Asset Map & Racial Justice Ministry Inventory. This information can be found at <https://www.episcopalassetmap.org/>

Several dioceses did not respond to the request for information for this year's Asset Map & Racial Justice Ministry Inventory. ECCAR members canvassed those dioceses. The results are below.

### **Additional Province III Reporting**

Dr. Frances Dannenberg provided the following information for Province III dioceses.

<https://www.episcopalchurch.org/ministries/racial-reconciliation/racial-healing-and-justice-engagement-inventory/>.

### **Additional Province VI Reporting**

Ven. Paul Sneve provided the following report for those Province VI dioceses that did not respond to the request for information for the Asset Map & Racial Justice Ministry

Inventory. <https://www.episcopalchurch.org/ministries/racial-reconciliation/racial-healing-and-justice-engagement-inventory/>.

### **Additional Province VII Reporting**

Ms. Moutope-Johnson provided the following information.

ANTI-RACISM MINISTRY

EPISCOPAL DIOCESE OF TEXAS

TRIENNIAL – 2018-2021

1. September 22, 2018 Sharing our Stories ... Healing the Wounds weekend workshop



70 participants – sharing stories of racial conflict and reconciliation in their lives

Austin Heights Baptist Church, Nacogdoches, TX

In conjunction with Christ Episcopal Church, Nacogdoches, TX

Hosts:

Rev. Kyle Childress, senior pastor, Austin Heights Baptist Church

Rev. Sarah Carbajal, asste. pastor, Austin Heights Baptist Church

Rev. Dcn. Wanda Cuniff, Christ Episcopal Church

Keynote Speakers:

Dr. Stephen Cooper, professor, Stephen F. Austin State University

Rev. Dr. Brad Hauff, missionary for Indigenous Ministries, TEC

Dr. Catherine Meeks, Director, Absalom Jones Center, TEC

Panelists:

Rev. Rose Mary Joe-Kinale, Indigenous Healer, priest, Navajoland

Buzz McDonald, Caddo Nation (Kadohadocho Tribe) Oklahoma

Rev. Dr. Angela Shepherd, rector, St. Bartholomew Episcopal, Atlanta, GA

Rev. Paul Sneve, priest, Lakota Rosebud Sioux Tribe, Sioux Falls, SD

Story Weavers (story sharing facilitators, TEC):

Parker Garrett, Sandy Milien, Ellis Reyes Montes,

Clergy:

Rev. Lorraine Brown, First United Methodist, Nacogdoches, TX

Rev. Nancy Frausto, St. Luke Episcopal Church, Long Beach, CA

Rev. Dcn. Alberto Melis, St. Alban's Episcopal Church, Waco, TX

Counselors:

Dr. José Carbajal, professor, Stephen F. Austin State University

Dr. Jerry Williams, professor, Stephen F. Austin State University

Program:

Baba Runyararo Fana, Kathy Hood Culmer, Nyesha Green, Corlie Jackson, Aloma Marquis, Jeri Mills, George Patterson, Rhonda Rogers, Sister Mama Sonya, Denise Trevino

2. February 2, 2019 Seeing the Face of God in Each Other workshop

20 participants – exploring racial reconciliation and inclusion of others

Holy Comforter Episcopal Church, Spring, TX

Presenters:

Rev. Bette Kauffman, Rhonda Rogers, Alyssa Stebbing

3. February 16, 2019 Seeing the Face of God in Each Other workshop

40 participants – exploring racial reconciliation and inclusion of others

Trinity-Midtown Episcopal Church, Houston, TX

Presenters:

Don Hill, Ayesha Mutope-Johnson

More information from Province VII can be found at

<https://www.episcopalchurch.org/ministries/racial-reconciliation/racial-healing-and-justice-engagement-inventory/>.

### **Additional Province VIII Reporting**

The following was submitted by the Rev. John Kitagawa.

"The 2019 Diocesan Convention resolved to celebrate what has historically been designated "Columbus Day" as the day the diocese will celebrate and lift up the indigenous peoples of the land. At its 2020 Diocesan Convention, the racial justice and reconciliation committee presented a plan for engaging the diocese in meaningful conversations on matters of racial justice and reconciliation, and for training. Bishop Reddall has announced that the theme for the 2022 Diocesan Convention will focus on racial justice and reconciliation."

### **Absalom Jones Episcopal Center for Racial Healing**

The following was submitted by the Absalom Jones Episcopal Center for Racial Healing as a description of the work they have done with support from the Episcopal Church.

"In January 2018 the Center convened representatives from dioceses in Province IV to gather data on what resources the Center needed to offer. In February, the Center invited Clergy and Lay dismantling racism leaders from across the wider Church to a national conference in Atlanta. The purpose was to engage attendees in open conversation on racism, to share current work and challenges and to encourage a commitment to long-term work on racial healing, reconciliation and justice. The conference featured speakers including The Rev. Stephanie Spellers, Canon to the Presiding Bishop for Evangelism, Reconciliation, and Creation Care, others on the Bishop's staff and representatives from Honduras in Province IX. Forty-five (45) dioceses sent representatives.

The Center's work of dismantling racism and racial healing has taken us down many paths as demonstrated when the founding executive director, Dr. Catherine Meeks increased our visibility

during the 79th General Convention in Austin, TX. She spoke to the House of Bishops and Deputies during a TEC Talk and also hosted a luncheon for deputies with speakers Chuck Wynder, Jr. and Heidi Kim from Presiding Bishop Curry's staff and Bishop Robert Wright of the Diocese of Atlanta. The Center also had an exhibit booth visited by hundreds in the Convention Expo Hall.

There are numerous examples of the Center's work: dismantling racism workshops, racial healing conversations, memorials and services to remember the lynched, justice pilgrimages, intergenerational projects, programs with local HBCUs, establishing a reading room, the Center's first ever International Women of Color and Wellness conference, and the list goes on. With God's help the future of the Center will be bright but it depends on all of us working tirelessly to address the ills that plague our society.

In order to support the future work, we have founded the Bishop Barbara C. Harris Justice Project, begun a Reimagining Policing initiative, and formed partnerships with the Virginia Theological Seminary, CDSP and the Seminary of the Southwest to create an enhanced dismantling racism curriculum. New educational offerings are on the horizon: 1) developing a culturally appropriate dismantling racism curriculum for Latinx communities and delivering these workshops in the most accessible and technological manner and 2) developing a K-5 dismantling racism curriculum. The creation of a new website offering virtual resource pages for African Americans, Asians, Native Americans and Latinx supports our intention to be more inclusive. Along with this, the Center moved all of its major programming to an online format in response to the Covid-19 Pandemic. This resulted in the doubling of the database, expanding the program audience across the United States and internationally, and enhancing individual donations. The response to the Center's online programming clearly demonstrates that live streaming of all major programs will need to be included when we return to onsite programming following Covid-19."

## **GC Resolution 2018-A045**

### **Maintain a Register of participants in training**

In fulfillment of this mandate from GC Resolution 2018-A045, we are working to identify the lists from those groups within the church. In addition, we designed a Certification Process that would facilitate gathering this information with less work by those groups. We are working with staff to complete its implementation.

***That the Executive Council Committee on Anti-Racism and The Episcopal Church staff and The Absalom Jones Episcopal Center for Racial Healing and Christian Formation professionals be encouraged to work together to continue to expand the resources***

In fulfillment of this mandate from GC Resolution 2018-A045:

- Á ECCAR began the development of Supplements to the Anti-Racism/Reconciliation Framework document produced last triennium to provide guidance for delivering training to

audiences with specific racial compositions: Latino/Hispanic, Asian-American, Native American, African-American (includes Caribbean-American), mixed.

- Á ECCAR worked with staff to organize the Episcopalchurch.org racial reconciliation pages and provide additional resources on best practices;
- Á The Absalom Jones Episcopal Center for Racial Healing created a Virtual Resource Center on its website with resources dedicated “to educate, inspire, and prepare you to advance racial healing for Latino/Hispanic, Asian-American, Native American, and African-American people”.

## Proposed resolutions

**A049 Host and conduct a second Building Beloved Community Conference by or before 2024**

**A050 Support collaborative efforts with Equal Justice Initiative (EJI to place historical markers**

**A051 Improve recruitment, hiring, appointment retention and representation of People of Color within The Episcopal Church**

**A052 Revise the Mandate of the Executive Council Committee on Anti-Racism and Reconciliation**

## Continuance recommendation

We support GC Resolution 2015-A023, Authorize Continuation of the Executive Council Committee on Anti-Racism & Reconciliation as passed which authorizes the continuation of the Committee through 2023.