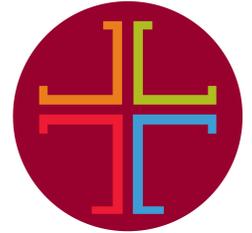


Commission on Dismantling Racism

The Right Reverend Deon Johnson
Eleventh Bishop of the Diocese of Missouri



Diocese of Missouri
THE EPISCOPAL CHURCH

Vision: As people living out our Baptismal covenant, we see our diocese reconciled to God by challenging racism in ourselves and society.

Mission: To dismantle racism through relationship building, dialogue, education and action.

Annual Progress Report

Submitted to the 181st Convention of the Episcopal Diocese of Missouri
November 21, 2020
Christ Church Cathedral in St. Louis, MO via Zoom

The Commission on Dismantling Racism is charged by the National Church and the Diocese of Missouri to promote racial justice in the Episcopal Church. The Commission expects to realize this result by working toward the above stated vision and mission statements. To fulfill this charge, the Commission has divided its work into four major goal areas:

Goal 1: Increase the presence of the Commission in Diocesan and Congregational activities.

Goal 2: Train, educate, and update all members of the Commission on some aspect/component of racism.

Goal 3: Educate and inform so as to empower others to dismantle racism in the Diocese.

Goal 4: Increase the active membership of the Diocesan Commission on Dismantling Racism.

During the calendar year, the Commission was not to provide the required fourteen-hour training for all ordained and leadership persons in the diocese. The Commission is working to develop a plan to present this training via zoom in early 2021,

The Annual Absalom Jones Celebration was held on Saturday, February 8, 2020 at Christ Church Cathedral. “Repairing the Breach through the Lens of Economic Justice” was presented by Ms. Valarie Patton, followed by four breakout sessions on health, employment, education and wealth (church

resources and how they are used). Approximately 60 people from throughout the diocese attended the event.

The Commission is partnering with the following churches in the diocese who have started their own journeys to dismantle racism where congregants live, work and play. Following are some of the updates on the activities of selected church initiatives:

St. Timothy's--Creve Coeur, Ministry of Racial Reconciliation (MORR)-- Tony reported that they have connected with West County Community Action Network and they have joined in the weekly Saturday vigils to support Black Lives Matters. They also did a book study on *The Person You Mean to Be*, which addresses implicit bias and engaging in difficult conversations. They are also doing notary public work to support voting and to get souls to the polls. In February MORR held its annual exhibition of historical and current African American contributors to the real progress in America. This exhibit was also on display at Trinity, St Charles. A book was published about the exhibit. Posters and books are readily available to all.

Christ Church Cathedral--Pursuing Racial Justice: Prior to the Pandemic, CCC's Pursuing Racial Justice Committee was off to an exciting start. We rebranded and expanded our annual Martin Luther King event to include performances by the Legend Singers and a play by the group Bread and Roses in addition to a reading of Dr. King's "I Have A Dream" speech.. In February for Black History Month, our Black History Month celebration kicked off with a drumming processional and recessional. Of course, our annual Black History Month potluck was a blast with good food and live music. For the Lenten series, we viewed and discussed the Ava DuVernay series "When They See Us", then the Pandemic hit and we were on shutdown. In June, we provided links to various Juneteenth events and Deborah Nelson-Linck prepared a Juneteenth video. Upcoming events include a virtual Trivia on October 17th, and planning is underway for virtual Kwanzaa, and Dr. Martin Luther King celebrations in 2021.

Holy Communion—Becoming Beloved Community: Lisa reported that Holy Communion has modified their planning due to the pandemic. They have partnered with the School District of University City to address the inequities in the community. They worked in partnership with the district

and other community groups to provide free flu shots, Covid testing, and notary services.

St. John's, St. Louis--Kurt reported that St. John's has finalized their goals. Some are inward focused (speakers and book studies) and some outward focus including organizing small groups to hold up signs on Arsenal at noon on Saturday.

St. Peters--Shug reported that there is a core committee and two sub groups, one looking inward and one looking outward. They have 19 people engaged in the work. The head of Arch City Defenders, Blake Strode, will speak tomorrow at the rector's forum. They also had a discussion of the movie/book "Just Mercy." Bill reported that the outward facing group met with Pastor Andre of Tabernacle Church.

All Saints/Ascension--Valerie reported that they launched their social justice ministry on September 28. They have a framework and they are developing goals and actions through strategic partnerships to serve their community.

Additionally the following churches have active internal dismantling racism programs: St. Martin's Ellisville, Trinity, Central West End, Emmanuel, Webster Groves, Grace Episcopal Church, Kirkwood, Calvary Episcopal Church, Columbia, and St. Michael and St. George.

The Commission sponsored a Sacred Ground dialogue circle facilitated by four of its members held at Emmanuel Church in Webster Groves from September 2019 to February 2020. About 20 people participated. Sacred Ground is a course of readings and videos that explore our individual and collective history around race and ethnicity, along with honest and compassionate dialogue. The curriculum was created by the Rev. Katrina Browne, whose documentary *Traces of the Trade: a Story from the Deep North* inspired many of us to look into the church's relationship with racism. You can access the Sacred Ground program at <https://episcopalchurch.org/sacred-ground>

The Commission maintains a permanent resource center located at St. Peter's Episcopal Church in Ladue and a Mobile Library entrusted to Commission member Lisa Heaner. Lisa reported that the mobile library is currently residing in her home. She created a flyer with several notable books that might spark some interest in the books. They are offering a touch

free distribution of the books either by picking them up at Lisa's home or having them mailed. Please visit I-Seek for a listing of available materials.

The Commission will incorporate aspects of A Covenant to Root Out Racism authored by Bishop Deon Johnson. The first incorporation activity will occur at the fifth annual conference of the Commission on Saturday, December 5, 2020 via zoom. Various members of the Commission will present personal reflections of selected lamentations and related covenants.

Peace,

The Reverend Chester Hines, Jr.

Chairperson, Diocesan Commission on Dismantling Racism

Deacon, The Episcopal Church of the Holy Communion

For additional information, please contact any of the following listed Dismantling Racism Commission current or past members or diocesan staff:

The Rev. Chester Hines, Jr., Chairperson—Holy Communion, University City

Beverly Anderson—St. Michael's and St. George's, Clayton

Dale Anderson—Trinity, St. Louis

Rina Chittooran—St. Martin's, Ellisville

Tony Corey—St. Timothy's, Creve Coeur

Adrienne Dillon—All Saints/Ascension, Northwoods

Alexia Dukes—All Saints/Ascension, Northwoods

Bill Gilbert—St. Peter's, Ladue

Rob Good—Christ Church Cathedral, St. Louis

Shug Goodlow—St. Peter's, Ladue

Lisa Gould—Christ Church Cathedral, St. Louis

Janis Greenbaum—St. John's, St. Louis

Kurt Greenbaum—St. John's, St. Louis

Lisa Heaner—Holy Communion, University City

Doris Lucy-Goodlow—St. Peter's, Ladue

Heather McCain—Calvary, Columbia

Valerie Patton—All Saints/Ascension, Northwood

Margaret Rowe—Emmanuel, Webster Groves

Mark Waight—Christ Church Cathedral, St. Louis

Tracy Grisby--Diocesan Office

The Reverend Heather McCain--Columbia, Missouri

Lynn Wolfe--Episcopal Church of the Holy Communion, University City

Lisa Heaner--Episcopal Church of the Holy Communion, University City

2015-A182 Address Systemic Racial Injustice

Resolved, That the 78th General Convention of the Episcopal church recognize that many Episcopalians find it challenging to understand or know how to respond to 21st century systemic racial injustices that still occur in multiple contexts including but not limited to education; employment; housing; health care; banking; voting rights; immigration; policing, courts, and prisons, etc. and be it further

Resolved, That the 78th General Convention affirms that the Gospel, our Baptismal Covenant, and our Marks of Mission call individuals, churches, dioceses, provinces, and the wider Church to find more effective and productive ways to respond to racial injustice as we love our neighbors as ourselves, respect the dignity of every human being, and transform unjust structures of society; and be it further

Resolved, That the 78th General Convention declare that “not knowing” and “not having the eyes to see and ears to hear” are serious obstacles to transforming unjust structures and therefore direct the Church at every level for this triennium to commit to increase the use of study, education, research, anti-racism training, liturgies, and Christian Formation instruction that specifically addresses systemic racial injustice; and be it further

Resolved, That the 78th General Convention urge the Church at every level to increase the number of dialogues about systemic racial injustice it has with local, state and national bodies within the public and private spheres and that these dialogues be used to identify, examine, and offer correctives to policies and practice s within and among these bodies that result in systemic racial disparities and injustices; and be it further

Resolved, that the 78th General convention urge dioceses and congregations to create vehicles for listening to diverse neighbors and developing reconciling relationships; such options might include (a) listening campaigns in local communities, (b) partnerships with churches and organizations comprised predominately of a different race or culture (especially those targeted by oppression), (c) neighborhood prayer walks, (d) storytelling and speak-out events designed to facilitate truth-telling, healing and action, (e) and others with which leaders throughout the church are familiar; and be it further

Resolved, that the 78th General Convention encourage Justice and Advocacy Ministries to partner with other church offices and organizations as appropriate to host, resource, and moderate an ongoing online forum for Episcopalians dedicated to the ministry of racial justice and reconciliation, with spaces dedicated to sharing about local and diocesan efforts and resource; and be it further

Resolved, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with Youth Ministries to commission a gospel-centered, Internet-integrated, action-oriented, anti-racism youth ministry curriculum for congregations throughout The Episcopal Church, including those not in the United States, to be provided in English, Spanish and Haitian Creole; and be it further

Resolved, That the Standing Commission on Liturgy and Music produce and post online a set of prayers for racial reconciliation and justice, suitable for inclusion in the Prayers of the People; and be it further

Resolved, That the 78th General Convention urge the Executive Council to conduct its own internal audit to assess to what extent, if at all, racial disparities and systemic racial injustices exist within the Church (including but not limited to clergy salaries and deployment); and be it further

Resolved, that the 78th General Convention request that the Executive Council report back to the 79th General Convention on the results of the internal audit; what concrete steps it and the wider Church took to address systemic racial injustice in the wider culture, and how effective those steps were.

A045 Revision and Reminder of Anti-Racism Training Requirement

Resolved, the House of Deputies concurring, 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.

2015-C019 Work for Racial Justice and Reconciliation

Resolved, That the 78th General Convention of The Episcopal Church confesses that, despite repeated efforts at anti-racism training as well as racial justice and racial reconciliation initiatives including the passage of more than 30 General Convention resolutions dating back to 1952, the abomination and sin of racism continue to plague our society and our church at great cost to human life and human dignity; we formally acknowledge our historic and contemporary participation in this evil and repent of it; and be it further

Resolved, That in the wake of the brutal, overtly racist murders of nine of our Christian brothers and sisters of Emmanuel African Methodist Episcopal Church on June 17, 2015; numerous inexcusable deaths of unarmed black men and youth at the hands of law enforcement personnel; and the moral atrocity of mass incarceration in which a hugely disproportionate number of persons of color have been unfairly caught in the net of an unjust criminal justice system, the 78th General Convention affirms as a top priority of The Episcopal Church in the upcoming triennium the challenging and difficult work of racial reconciliation through prayer, teaching, engagement and action; and be it further

Resolved, That the church understands and affirms that the call to pray and act for racial reconciliation is integral to our witness to the gospel of Jesus Christ and in our living into the demands of our Baptismal Covenant; and be it further

Resolved, That the Presiding Bishop, President of the House of Deputies, Vice President of the House of Bishops, and Vice President of the House of Deputies be charged to lead, direct, and be present to assure and account for the church's work of racial justice and reconciliation; and be it further

Resolved, That the General Convention request that the Joint Standing committee on Program, Budget and Finance consider a budget allocation of \$1.2 million for the Triennium for the implementation of this resolution.



Training Sessions on Racism

Committee: Witness and Outreach (report 10)

Citation: *Executive Council Minutes*, Jun. 11-15, 1990, Fresno, CA, pp. 37-38.

Resolved, **That this Executive Council hold a training session on racism to identify and address the manifestations of our own personal and institutional racism in our life and work together;** and be it further

Resolved, **That succeeding Executive Councils be encouraged to hold training sessions on racism;** and be it further

Resolved, **That this Executive Council commit ourselves to an internal process and discipline for dealing with the needs and issues related to racism in order to heal our own community and urge succeeding Councils to do likewise;** and be it further

Resolved, That the Commission on Racism be utilized as a primary resource in designing and implementing this training and process.



Resolution Number: 2000-B049

Title: Require Anti-Racism Training

Legislative Action Taken: Concurred as Substituted

Final Text: *Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training and receive certification of such training; and be it further*

Resolved, That the Executive Council select and authorize appropriate programs that will be used at the national level; that each province select and authorize appropriate programs that will be used at the provincial level; and that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further

Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further

Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter, and the Council report on this information to the 74th and 75th General Conventions.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 603. *Archives Research Report, 2000-B049 Page 1 of 1*



Resolution Number: 2003-A010

Title: Continue Anti-Racism Program

Legislative Action Taken: Concurred as Amended

Final Text: *Resolved, That The Episcopal Church reaffirm its historic commitment*

to eradicate racial injustice in the Church and in secular society, and that the Executive Council continue the anti-racism program with appropriate staffing and budget, as approved by the 73rd General Convention (A047) and recommend the National Dialogues on Anti-Racism methodology; and be it further

Resolved, That the emerging provincial network of anti-racism trainers be recognized as an important resource, and its utilization commended to the several provinces, dioceses, and affiliated organizations of the Church; and be it further

Resolved, That the 74th General Convention extend its appreciation to the organizers and participants of the anti-racism hearings and call upon the anti-racism committee (Anti-Racism Advisory Committee of the Executive Council and the Office of Social Justice) to implement a program that responds to the issues raised at the hearings, as appropriate; and be it further

Resolved, That all persons seeking election or appointment to the several standing commissions, other committees of Executive Council, related boards and auxiliary organizations must have had anti-racism training required by the 73rd General Convention (B049) or agree to have this training within a year of their appointment; and be it further

Resolved, That the Office of Peace and Justice be commended for its "Stop the Hate" Campaign, and be encouraged to develop similar programs that address the issues of racial profiling and other abuses of the criminal justice system that have emerged in this post 9/11 environment; and be it further

Resolved, That the Anti-Racism Committee of Executive Council be directed to prepare a report for the other standing committees and commissions of the Church that inform them of the several issues emerging from the anti-racism hearings, and specify what actions each might take to ameliorate the impact of racism in their area of concern.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Minneapolis, 2003* (New York: General Convention, 2004), p. 173f. *Archives Research Report, 2003-A010 Page 1 of 1*



GENERAL CONVENTION 2003 (A010)

Resolved, That The Episcopal Church reaffirm its historic commitment to eradicate racial injustice in the Church and in secular society, and that the Executive Council continue the anti-racism program with appropriate staffing and budget, as approved by the 73rd General Convention (A047), and recommend the National Dialogues on Anti-Racism methodology; and be it further

Resolved, That the emerging provincial network of anti-racism trainers be recognized as an important resource, and its utilization commended to the several provinces, dioceses and affiliated organizations of the Church; and be it further

Resolved, That the 74th General Convention extend its appreciation to the organizers and participants of the anti-racism hearings and call upon the anti-racism committee (Anti-Racism Advisory Committee of the Executive Council and the Social Justice Department) to implement a program that responds to the issues raised at the hearings, as appropriate; and be it further

Resolved, That all persons seeking election or appointment to the several standing commissions, other committees of Executive Council, related boards and auxiliary organizations must have had anti-racism training as required by the 73rd General Convention (B049) or agree to have this training within a year of their appointment; and be it further

Resolved, That the Office of Peace and Justice be commended for its “Stop the Hate” Campaign, and be encouraged to develop similar programs that address the issues of racial profiling and other abuses of the criminal justice system that have emerged in this post 9/11 environment; and be it further

Resolved, That the Anti-Racism Committee of Executive Council be directed to prepare a report for the other standing committees and commissions of the Church that inform them of the several issues emerging from the anti-racism hearings, and specify what actions each might take to ameliorate the impact of racism in their area of concern.



TO: Executive Council

FROM: Standing Committee on Congregations in Ministry

DATE: June 14, 2007

RE: Establishing a Minimum Time Length for Anti Racism Training

Resolved, That the Executive Council meeting in Parsippany, New Jersey from June 11-14, 2007, establish a minimum requirement of fourteen (14) hours of anti-racism training that is called for in Resolution GC2000-B049 and GC2003-A010.

Explanation

- 1. Racism is so deeply entrenched in both the Church and society that it is impossible to make an impact even at the Awareness level in fewer than fourteen hours.**
- 2. The current national Anti-Racism training program, “Seeing the Face of God in Each Other” is based on the National Dialogue on Anti-Racism methodology which**

was designed for twenty (20) hours in dialogue and interaction.

3. The eradication of racism in individuals, groups, and institutions is a lifetime endeavor; indeed there is no quick fix. Often, a great deal of time is consumed working through various forms of resistance to the work. Consequently, this suggested minimum time length of training is a bare minimum, and it is in accordance with sound training theory and practice which suggests that for the gradual development and understanding of a topic through the use of both the mind and heart, a longer period of time is required. Fourteen hours of training would increase the probability that knowledge and insights gained in the first day (seven hours) of training would be reinforced on the second day.

4. In order for the full impact of anti-racism training to be experienced and perpetuated, this suggested minimum length of training is strongly urged.

Completes Resolution B025 of GC2006.

CIM 005 – Adopted

*** FINAL VERSION – Concurred**

Resolution A123 now Resolution A143 effective General Convention 2009

Title: Slavery and Racial Reconciliation

Topic: Reconciliation

Committee: Social and Urban Affairs

House of Initial Action: Bishops

Proposer: Executive Council

Resolved, That the 75th General Convention of The Episcopal Church declare unequivocally that the institution of slavery in the United States and anywhere else in the world, based as it is on “ownership” of some persons by other persons, was and is a sin and a fundamental betrayal of the humanity of all persons who were involved, a sin that continues to plague our common life in the Church and our culture; and be it further

Resolved, That The Episcopal Church acknowledge its history of participation in this sin and the deep and lasting injury which the institution of slavery and its aftermath have inflicted on society and on the Church; and be it further

Resolved, That we express our most profound regret that (a) The Episcopal Church lent the institution of slavery its support and justification based on Scripture, and (b) after slavery was formally abolished, The Episcopal Church continued for at least a century to support de jure and de facto segregation and discrimination; and be it further

Resolved, That The Episcopal Church apologize for its complicity in and the injury done by the institution of slavery and its aftermath; we repent of this sin and ask God's grace and forgiveness; and be it further

Resolved, That the 75th General Convention of The Episcopal Church through the Executive Council urgently initiate a comprehensive program and urge every Diocese to collect and document during the next triennium detailed information in its community on (a) the complicity of The Episcopal Church in the institution of slavery and in the subsequent history of segregation and discrimination and (b) the economic benefits The Episcopal Church derived from the institution of slavery; and direct the Committee on Anti-Racism to monitor this program and report to Executive Council each year by March 31 on the progress in each Diocese; and be it further

Resolved, That to enable us as people of God to make a full, faithful and informed accounting of our history, the 75th General Convention of The Episcopal Church direct the Committee on Anti-Racism to study and report to Executive Council by March 31, 2008, which in turn will report to the 76th General Convention, on how the Church can be "the repairer of the breach" (Isaiah 58:12), both materially and relationally, and achieve the spiritual healing and reconciliation that will lead us to a new life in Christ; and be it further

Resolved, That to mark the commencement of this program the Presiding Bishop is requested to name a Day of Repentance and on that day to hold a Service of Repentance at the National Cathedral, and each Diocese is requested to hold a similar service.

EXPLANATION

Other institutions have addressed their failures in various respects with regard to slavery and its aftermath, including an apology issued by the U.S. Senate for not having enacted federal anti-lynching legislation during the post-Civil-War period. The United Methodists in Alabama recently led a walk to a Birmingham church as part of a service to repent of racial injustice and to pledge to be more inclusive. In addition some dioceses, such as, Chicago, Maryland, and Newark have undertaken a study of the concept of reparations.

It is important to recognize that much of the U.S. economy was built on the basis of slave labor. There are plenty of data that prove beyond doubt that African Americans are a disproportionate part of the nation's poor. No one who is paying attention can fail to recognize that race discrimination is still very much part of the fabric of life in our nation and in our Church. Sometimes it is subtle, sometimes it is inadvertent, but it is plainly there. This resolution complements anti-racism training and other activities that are promoting justice and racial reconciliation in the Episcopal Church.

Resolution Number: 2006-A127 now A144 effective with the General Convention 2009

Title: Endorse Restorative Justice and Anti-Racism

Legislative Action Taken: Concurred as Amended

Final Text:

Resolved, That the 75th General Convention of The Episcopal Church endorse the principles of restorative justice, an important tool in implementing a neutral articulation of the self-examination and amendment of life that is required to fulfill our baptismal covenant; and be it further

Resolved, That the 75th Convention, in support of and to enhance Resolution A123, call upon the Anti-Racism Committee of Executive Council to design a study and dialogue process and materials in order to engage the people of The Episcopal Church in storytelling about historical and present-day privilege and under-privilege as well as discernment towards restorative justice and the call to fully live into our baptismal covenant; and be it further

Resolved, That in the spirit of inclusion, dioceses also be invited to determine whether their call is to conduct truth and reconciliation processes in regard to other histories and legacies of racial discrimination and oppression that may be applicable in their geographic area, while not diminishing the strong call to focus on the history and legacy of slavery; and be it further

Resolved, That the dioceses will give a progress report to the Anti-Racism Committee. The Anti-Racism Committee will report their findings and recommendations to the Standing Commission on National Concerns and to Executive Council and to the 76th General Convention; and be it further

Resolved, That the Church hold before itself the vision of a Church without racism; a Church for all races.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), pp. 665-666.

Submitted by the Rev. Chester Hines

