

# Executive Council Committee on Anti-Racism

## Membership

The Rev. John E. Kitagawa, D. Min., *Chair*  
Ms. Ema Rosero-Nordalm, *Vice-Chair*  
The Hon. Patricia Micklow, *Secretary*  
Mr. Isaiah Brokenleg  
The Rev. Jean Monique Bruno  
Ms. Elsie Dennis, *since 2011*  
Ms. Estifania Esparza, *resigned 2010*  
Ms. Laurie Felder  
The Rev. Angela Goodhouse, *resigned 2010*  
The Rt. Rev. Don Johnson  
The Rev. David Knight, *since 2011*  
The Rev. William Chip Stokes  
Ms. Mareea Wilson  
The Ven. Joyce Hardy, *EC Liaison*

Arizona, VIII  
Massachusetts, I  
Northern Michigan, V  
Fond du Lac, VI  
Dominican Republic, IX  
Olympia, VIII  
Nevada, VIII  
Ohio, V  
North Dakota, VI  
Western Tennessee, IV  
Mississippi, IV  
Southeast Florida, IV  
Virginia, III  
Arkansas, VII

The Committee represents a broad diversity of Church members—geographically, ethnically/racially/gendered, and generationally—the four orders of ministry—laity, diaconate, presbyterate, and episcopate—male and female. This diversity is essential to the Committee’s deliberations and decision-making.

## Summary of Work

The actions of the 2009 General Convention on the budget *de facto* changed The Episcopal Church’s strategy to confront the sin of racism within the Church and in society. While anti-racism work was not singled out in the budget cuts, the Convention’s actions could easily be interpreted to suggest that anti-racism work is a lesser priority than it once was, leaving the Church open to the question: “Are these the actions of a majority community that does not have to daily cope with or suffer from the negative impacts of racism, particularly institutional racism?”

In a Church that has “recommit[ed] and declare[d] itself to be dedicated to continuing to work against the sin of racism,” as stated in the concurred Resolution 2009-A142 (To Recommit to Being Anti-Racists for the Next Three Triennia (Until 2018)), there is a real dissonance created by the impact of the budget decision. The pared down budget resulted in the loss of a dedicated program staff member and support staff, as well as any program money. However, in the brief time before closing the office, The Rev. Jayne Oasin completed a much-needed redrafting of the anti-racism training manual *Seeing the Face of God in Each Other* a great gift to the Church.

Admittedly, the Committee started the triennium floundering, in part due to lack of access to basic information and a lack of clarity about where to seek guidance. The previously mentioned Anti-Racism Training Manual is a case in point. The Committee was charged with overseeing the training, certification, and deployment of anti-racism trainers as directed by Resolution 2009-A142. The manual has been a key component in this process. It is, however, difficult to implement policy without a list of qualified trainers, and without a staff to train, coordinate and deploy trainers upon request. Follow-up on other program mandates emanating from General Convention resolutions has similarly been difficult. This is the bad news.

The good news is that the Church did commit itself to anti-racism work; and anti-racism work continues, thanks to dedicated and committed leaders. There was much talk at General Convention about the principle of subsidiarity; meaning ministry being done in provincial, diocesan, and local settings. The Committee is aware this is happening; the Chair and others have received email requests for information and resources throughout the triennium. The Committee met jointly with provincial coordinators, and affirmed the need to work collaboratively. They discussed the many diverse efforts being made to address and overcome racism in the Church and society. In Arizona, for example, the bishop and diocesan committee are deeply engaged in dealing with anti-immigrant attitudes and legislation, and underlying racism. Furthermore, noted in the summary of responses to specific 2009 resolutions below, the Committee has reviewed a number of reports from dioceses and parishes that indicate serious and courageous ministry dealing with the sin of racism and identifying the Church as a “repairer of the breach” (Isaiah 58:12).

A portion of Resolution 2009-A142 reads:

*Resolved, That the Office of Anti-Racism and Gender Equality continue to design and deliver anti-racism, classism and ethnic discrimination training that examines factors and circumstances which maintain racism, classism and ethnic discrimination in the Church and in civil society*

Because the Office no longer exists, the Vice-Chair took the lead in the Committee's response. She did several presentations in Spanish, using the new version of "Seeing the Face of God in Each Other." Participant comments showed a concern that the material did not address issues of racism and classism particular to Latinos or any other ethnic groups that are not African American.

The Vice-Chair proposed to the Committee a detailed process leading to the publication of linguistically and culturally appropriate training materials. Unfortunately, the Committee believed the cost of the project to be prohibitive in the current budgetary environment. The Committee therefore, with regret, recommends the collection and sharing of such materials produced by other faith traditions and groups.

The 76th General Convention approved Resolution 2009-A143, which extended resolution 2006-A123 through 2015. This resolution urges dioceses to research those instances where they were complicit in or had "economic benefits derived ... from the transatlantic slave trade and the institution of slavery." Currently only a small number of dioceses have responded to this request. The Committee commends the three dioceses of Maryland—Maryland, Easton, and Washington—for their detailed work regarding their history, emphasis on anti-racism training, and scheduling of Day of Repentance services. The Diocese of Mississippi has also done excellent work in researching its history in profiting from Transatlantic Slavery, in celebrating the history and ministry of traditionally black churches in the diocese, and in renewing its focus on anti-racism training. The diocese recently held a Day of Repentance service in conjunction with the 50th anniversary of the arrest of the Freedom Riders in Jackson. Additional projects are planned around other significant Civil Rights anniversaries occurring in Mississippi over the next few years.

The Committee commends enthusiastically the work of Constance and Dain Perry in their use of the "Traces of the Trade" documentary, as well as the discussion and storytelling avenues offered along with the screening of the film, as one of several productive approaches to the expectations in Resolution 2009-A143. The Perrys' work has been endorsed by the Presiding Bishop and the President of the House of Deputies, in addition to the Committee. The Diocese of Western North Carolina has done exemplary work in this area and has also offered a Day of Repentance service. The Episcopal Church Archives website contains information on the work highlighted above which can be used to help other dioceses develop their own plans in response to A143. The Committee re-emphasizes their concern with the minimal number of dioceses who have responded, but it is hoped that many more dioceses will develop plans regarding the implementation of 2009-A143 before the 2015 deadline, and that the resources mentioned above may be of great value to them in doing so.

In spite of concerns cited above, the Committee believes "Seeing the Face of God in Each Other" to be the primary training manual for anti-racism training in The Episcopal Church. The Committee recognizes that there are other resources that would be useful tools, and will adopt training content expectations—including General Convention resolutions—that support this effort. The Committee encourages the use of certified trainers when possible, and competent trainers at all times. While there are differences in our approaches to Anti-Racism training and endorsing trainers for those approaches, we believe that there are some core values and basic values.

### **Core Values for Anti-Racism Training**

- The Church acknowledges that racism exists and that it is a sin. We are called to dismantle racism in the Church and in our communities.
- Anti-racism awareness is an ongoing process in the life of individuals and the Church and is grounded in our Baptismal Covenant.
- Focus on the oppression and discrimination of all people of color in the local context while always acknowledging the racism against African Americans and Native Americans as primary expressions of racism that must continue to be challenged and overcome.
- Clarify basic definitions.

The definitions used in "Seeing the Face of God in Each Other" include:

- Prejudice—a prejudgment on insufficient grounds; it can be positive or negative.
- Bigotry—a more intensive form of prejudice and carries the negative side of prejudgment.

- Stereotyping—attributing characteristics to a group simplistically and uncritically. Often there is the assumption that those characteristics are rooted in significant biological differences.
- Scapegoating—the act or practice of assigning blame or failure to persons or groups, instead of placing it on the person(s) or group(s) to whom blame or failure actually belongs.
- Racism—which involves social power and prejudice. The capacity to make and enforce decisions (power) is disproportionately or unfairly distributed. Racism can involve unequal access to such resources as money, education, information, and so on. In the United States, racism can be best understood as a system with personal/individual and institutional manifestations. Racism is a system that differentiates between whites and peoples of color. Because whites control the social systems and institutions in this country, whites have the social power to make and enforce decisions and have greater access to resources.

Additional Core Values are:

- Participants should examine issues of power, privilege, and changing oppressive structures.
- Share personal experience, engagement and stories of individuals involved along with theoretical and didactic information
- Find ways to extend anti-racism work beyond church walls into the wider community and society
- Involve diverse community-based populations in conversations and in training experiences to the greatest extent possible
- Ongoing substantive training in addition to a core immersion training experience for Church leaders is encouraged. Anti-racism work is never completed.
- Recognition that the Doctrine of Discovery (repudiated by the 76th General Convention in Resolution 2009-D035) is foundational to racism in America and the world.

Resolution 2009-A145 called for “a study [to] be conducted to research and analyze diocesan processes to recruit persons of color to pursue ordination and analyze how persons of color are deployed to parishes.” The Resolution also called upon the Office of Anti-Racism and Gender Equality to “design a methodology for collecting data from persons of color who have been in the discernment, seminary, ordination processes within the previous eight years after the passage of this Resolution, to determine what their experiences have been, including barriers and facilitating factors” and for these results to be reported to the 77th General Convention in 2012. As noted earlier in this report, drastic budget reductions at the close of the 2009 General Convention resulted in the elimination of the staff officer for anti-racism work in The Episcopal Church as well as the elimination of the Office of Anti-Racism and Gender Equality, thus providing no effective means for Resolution 2009-A145 to be acted upon. While serious efforts had been underway in the House of Bishops under the leadership of Bishop John Rabb, retired Bishop Suffragan of Maryland, to explore the impact of racism on discernment and formation in the ordination process, the House of Bishops Committee on Racism was not reappointed during the 2006–2009 triennium, and so intentional efforts to address 2009-A145 ceased in that House.

There is widespread acknowledgment across The Episcopal Church that people of color and persons from ethnic groups generally considered minority groups in the United States are grossly underrepresented in the clergy and among those in the ordination process. Moreover, persons of color still face barriers when seeking to be called to predominately white congregations, and larger, wealthier parishes. This underrepresentation exists despite decades of stated efforts by the Church to correct the imbalance. At present, no effort is being made to systematically track the numbers of persons of color either in the clergy or among those in the ordination process so that progress might be measured. The Committee encourages and supports the efforts of the House of Deputies Committee on the State of the Church to include within annual Parochial Reports and annual diocesan reports data collection that specifically tracks the number of people of color among clergy persons and persons in the ordination process, and to enlist the assistance of bishops, diocesan deployment officers and Diocesan Commissions on Ministry to carry out this work.

### **Continuing the Struggle**

The Committee believes it is essential for The Episcopal Church to have a staff officer for anti-racism work. With or without this position, the Committee foresees the need to develop working partnerships with existing networks, such as the network of provincial anti-racism coordinators and with ethnic ministry personnel. The Committee anticipates a changing role from a group recommending policy, and developing and monitoring programs to a group developing policy, and being curators of appropriate anti-racism resources. Face to face meetings are important, and technologies such as Adobe Connect Video Conferencing used by other Interim Bodies would enhance the Committee’s capacity to do its work. During the triennium, the Committee stepped up and accepted its new responsibilities under budget constraints.

However, the Committee was greatly assisted by Ms. Antoinette Daniels, Co-Director of the Mission Department, who helped it connect with networks such as Provincial Anti-Racism Coordinators and other parts of the Church.

The Committee recommends that the Presiding Bishop and President of the House of Deputies continue the diversity represented on the current committee when contemplating appointments for the next triennium. In addition, the Committee strongly recommends the appointment of members who are actively engaged in provincial and diocesan anti-racism networks, members who understand and can help the Committee to use the Internet and website to inform the Church of anti-racism training materials, and members with a working knowledge of distance learning.

The ongoing challenge for the Committee is to recommend ways for fruitful work to continue in all its diversity, ensure some basic principles and core values for any anti-racism training materials used, and identify competent anti-racism trainers throughout the Church. Furthermore, a high priority for the Committee is identifying and promoting anti-racism resources to encompass more cultural and language groups, such as Asian, Native American, and Hispanic communities. For the Committee, there are obvious social justice issues at stake. At the same time, our ability to evangelize among communities of color is compromised when we are not visibly and deeply engaged in anti-racism work in our church community and the communities in which we have missions and parishes.

## Proposed Resolutions

### **Resolution A127 Recommit to Being Anti-Racists for the Next Three Triennia (Until 2018)**

*Resolved*, The House of \_\_\_\_\_ concurring, That The Episcopal Church recommit and declare itself to be dedicated to continuing to work against the sin of racism; and be it further

*Resolved*, That due to the challenges presented by budgetary constraints and lack of a dedicated staff member, anti-racism training oversight and implementation be carried out on provincial and diocesan levels; and be it further

*Resolved*, That all dioceses and provinces receive anti-racism training if they have not already done so and continue to engage in anti-racism training on an ongoing basis; and be it further

*Resolved*, That dioceses and provinces use existing programs and ministries, or develop new programs and ministries, to dismantle and eradicate structures or racism, both internally and externally, and integrate the practices of anti-racism into their ongoing life.

#### **Explanation**

Given the changes occasioned by the 2009 budget cuts, this resolution is offered to affirm the Church's commitment to Anti-Racism work, and to recognize that this work will have to be accomplished in different ways.

### **Resolution A128 Direct Dioceses to Examine Impact of Doctrine of Discovery**

*Resolved*, That that the 77th General Convention of The Episcopal Church, in the spirit of our Baptismal Covenant and in being inclusive, direct all dioceses to examine the impact the Doctrine of Discovery, as adopted at the 76th General Convention, has had on all people, especially on persons of color, including racial discrimination, racial profiling and other acts of oppression.

#### **Explanation**

The Anti-Racism Committee believes that this Resolution must be extended from 2009-D035 to address all people of color who have experienced and continue to experience oppression because of policies and practices grounded the Doctrine of Discovery. That doctrine sanctioned the slave trade in Africa, and the New World, the killing of Indigenous people in the Americas, the forcible placement of Native children in residential schools where they were forbidden to speak their own languages, and were physically, emotionally and sexually abused, the taking of Native lands and the overall attempt to destroy Indigenous cultures. We further recognize that the Doctrine of Discovery has served as the catalyst for racial discrimination toward all people of color: African American, Asians, Hispanics, Native American, Middle Eastern, and immigrant peoples. By developing the histories and stories of racial and ethnic groups, all dioceses can identify and confront the sin of racism against all marginalized races, ethnicities, cultures and classes.

## Budget Report

The Executive Council Committee on Anti-Racism will meet approximately five times during the next triennium. This will require \$12,000 for 2013, \$12,000 for 2014, and \$6,000 for 2015 for a total of \$30,000 for the triennium.