

## General Convention of The Episcopal Church 2022 Archives' Research Report

**Resolution No.:** 2022-A052  
**Title:** Revise the Mandate of the Executive Council Committee on Anti-Racism and Reconciliation  
**Proposer:** Executive Council  
**Topic:** Racism, Reconciliation

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### Directly Related: (Attached)

2018-A043 Revise Mandate for Executive Council Committee on Anti-Racism  
2018-A044 Set Essential Components of Anti-Racism or Racial Reconciliation Training  
2018-A045 Reaffirm and Report on Anti-Racism Training  
2018-B004 Urge Common Terminology to Describe Anti-Racism Work  
2015-A022 Amend Mandate and Membership of the Committee on Anti-Racism  
2015-A023 Authorize Continuation of the Executive Council Committee on Anti-Racism  
2012-A161 Amend the Anti-Racism Committee's Mandate and Appointments

### Indirectly Related: (Available in the [Acts of Convention](#) database, searchable by resolution number)

2000-B049 Require Anti-Racism Training

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2018, selecting "direct" resolutions that have a substantive bearing on the proposed legislation. The "direct" resolutions are attached and "indirect" resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives through the [Research Request Form](#) or call 800-525-9329.*

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

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**Final Status:** Not Yet Finalized

**Proposed by:** Executive Council

**Requests New Interim Body:** No

**Amends C&C or Rules of Order:** No

**Has Budget Implications:** No

**Cost:**

**HiA:** HD

**Legislative Committee Currently Assigned:** 09 - Racial Justice & Reconciliation

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

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## Resolution Text

*Resolved*, the House of \_\_\_\_\_ concurring,

That the mandate for the Executive Council Committee on Anti-Racism & Reconciliation is hereby clarified as follows:

“This Committee is charged with supporting and monitoring the Church’s work in response to General Convention resolutions directed at dismantling racism and promoting racial healing, justice, and reconciliation in the Church by:

- a) helping the church recognize and develop its work of racial healing, justice, and reconciliation as a fundamental and requisite part of Christian formation;
- b) supporting the work of Becoming Beloved Community: The Episcopal Church’s Long-Term Commitment to Racial Healing, Justice, and Reconciliation and other such initiatives the Presiding Officers, Executive Council, or Interim Bodies develop;
- c) recommending, in collaboration with staff and other church organizations, resources and best practices for dismantling racism and for promoting racial healing, justice, and reconciliation that can be adapted to different contexts;

d) collecting information from dioceses and provinces about their successes and challenges in complying with the canonical requirements and with General Convention Resolution 2018-A045 for providing anti-racism training;

e) and sharing their findings with Executive Council on an annual basis.

Membership of the Executive Council Committee on Anti-Racism & Reconciliation shall be composed of:

one person named by the governing body of each province of this Church who has been trained in doing the work of dismantling racism and seeking to foster racial healing, justice, and reconciliation, has demonstrated experience in anti-racism/racial reconciliation work, has demonstrated the ability to make connections with people in their geographic area who do this work, and has demonstrated a commitment to make connections with people in the provinces who do this work;

one member of the Executive Council as appointed by the Chair and Vice-Chair of Executive Council;

one Bishop as appointed by the Presiding Officers;

members named who are from the racial or ethnic groups of black, Latino/a, Asian, Native American/Indigenous, and non-Hispanic white to ensure representation of diverse racial and ethnic voices on this Committee - if there are none, then the Chair and Vice-Chair of Executive Council shall appoint a member at large from each unrepresented racial or ethnic group;

a member named who is under 40, to ensure representation of multiple generations - if there are no members then the Chair and Vice-Chair of Executive Council shall appoint a member at large from each unrepresented generational group.

Members shall serve terms as follows:

Each Committee member shall serve one triennium beginning January 1 in the year following each General Convention until the December 31 following the next General Convention. Members may be named to serve consecutive terms by their provinces.

In the event that a province fails to name a person to serve on the Committee by [sic] January 1, when each term begins, the Chair and Vice-Chair of Executive Council shall appoint a qualified person from that province to serve on the Committee.

Vacancies shall be filled in the same manner as the original members were named. Vacancies in excess of 30 days shall be filled by the Chair and Vice-Chair of Executive Council, and in the case of a Bishop vacancy, by the Chair of Executive Council."

## **Explanation**

The proposed resolution combines and eliminates conflict in the following resolutions:

2018-A043 Clarify and Update Mandate

2018-A044 Establishing an Anti-Racism/Racial Reconciliation Certification Framework: Building Capacity for Becoming Beloved Community

2018-A045 Revision and Reminder of Anti-Racism Training Requirement

2018-B004 Encouraging the Language of Dismantling Racism and Racial Healing, Justice, and Reconciliation

The changes are:

Replacing “eliminating the sin of racism” with “dismantling racism and racial healing, justice and reconciliation” as per resolution 2018-B004.

Replacing “recognizing and developing” with “helping the church recognize and develop” as it makes no sense to state that the committee needs to recognize that its work is fundamental. The greater church needs to recognize this.

Also, the grammar is odd in that the main paragraph ends with “the Church by...” indicating what follows is work it is doing – not that the committee should recognize that what it is doing is fundamental.

This change removes the restriction of the Committee to working only on the Becoming Beloved Community initiative.

This change removes mention of specific entities that may be obsolete over time. Removing them allows such changes to happen in organizational structure without having to change the mandate or have it cause confusion.

This change incorporates language from resolutions 2018-A044, 2018-A045, and 2018-B004 recognizing that resolution 2009-B049 has now expired.

This change provides guidelines for Committee membership. The most recent mandate for the Committee (GC 2018-A043) contains no membership guidelines. Experience has shown that the Committee, as do all groups, operates better when there is diversity. Also, as this Committee’s purpose is to address racism, it is imperative that the Committee have representation from different races to truly know the experience of those races and gain insights into the ways that racial justice and healing can be achieved.



**Resolution Number:** 2018-A043  
**Title:** Revise Mandate for Executive Council Committee on Anti-Racism  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*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.”**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 667-668.



**Resolution Number:** 2018-A044  
**Title:** Set Essential Components of Anti-Racism or Racial Reconciliation Training  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That the 79th General Convention recognizes that widely different criteria have been used across the Church to determine if the completion of anti-racism training required in Title III and resolution 2000-B049 has been satisfied; and be it further*  
*Resolved, that The Episcopal Church recognizes that in order to maintain a common theological framework in our commitment to dismantle the sin of racism that these specific components are essential to include in any Episcopal Anti-racism or Racial Reconciliation training:*

- 1) Liturgy, preferably a celebration of Eucharist when possible or other corporate worship, grounding the work in scripture and spiritual formation  
(Proclaiming the Dream of Beloved Community)
- 2) An Historical Component—including but not limited to (and, as appropriate to the context where the training is offered): The Episcopal Church’s role in slavery, its history with segregation and discrimination of people of color, the Doctrine of Discovery, The Episcopal Church’s role in taking indigenous children from their families through our participation in the boarding school system, and the Church’s responses to racism through the years.  
(Telling the Truth about the Church and Race)
- 3) An Information or Didactic Component—including, but not limited to: the Baptismal Covenant, power, class, race, racism, internalized racial privilege, internalized racial oppression, implicit racial bias, intercultural awareness and communication, becoming co-conspirators in dismantling racism, and envisioning racial reconciliation.  
(Repairing the Breach)
- 4) Engagement—including, but not limited to: establishing respectful communication guidelines, discussion, Bible Study, and other activities as indicated to accomplish learning objectives for these components.  
(Practicing the Way of Love);

And be it further

*Resolved, that the Executive Council Committee on Anti-Racism continue to collect and develop, in collaboration with the staff, Christian Formation professionals, and The Absalom Jones Episcopal Center for Racial Healing, resources and best practices for dismantling racism that can be shared online to aide in the consistent fulfillment of the requirement for anti-racism training for lay and ordained leaders across the Church.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 668.



**Resolution Number:** 2018-A045  
**Title:** Reaffirm and Report on Anti-Racism Training  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*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.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 669.



**Resolution Number:** 2018-B004  
**Title:** Urge Common Terminology to Describe Anti-Racism Work  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That this 79th General Convention affirms that we condemn racism in all its forms, institutional, systemic, and personal, and we encourage all task forces, commissions, committees, parishes, centers and individuals in The Episcopal Church involved in the work of dismantling racism and seeking to foster racial healing, justice, and reconciliation to expand the language used to designate or describe that work; and be it further*

*Resolved, That there continues to be important work needed to confront institutional and systemic racism in many settings and communities before there can be further work in healing, justice and reconciliation; and be it further*

*Resolved, That there is also important work being done to begin such healing, justice, and reconciliation; and be it further*

*Resolved, That we recognize and affirm that the language around such work is critical to our ability to communicate our purposes with others engaging in this work within the Church and across other organizations; therefore be it further*

*Resolved, That the terms to be utilized to describe such work should include Dismantling Racism and Racial Healing, Justice and Reconciliation.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 670.





**Resolution Number:** 2015-A022  
**Title:** Amend Mandate and Membership of the Committee on Anti-Racism  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

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

**This Committee is charged with guiding 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 anti-racism work as a fundamental and requisite part of Christian formation; monitoring and evaluating anti-racism and anti-racism related ministries and programming of The Episcopal Church and, when feasible, contributing to the oversight and coordination of said ministries and programming; recommending best practices for eliminating racism; collecting data on provincial anti-racism activities to be submitted to Executive Council on an annual basis; developing criteria for the credentialing of certified anti-racism trainers; and monitoring compliance of anti-racism legislation passed by General Convention.**

**Membership of the Executive Council Committee on Anti-Racism shall be composed of one person trained in anti-racism, named by the governing body of each province of this Church, plus one member of the Executive Council Joint Standing Committee on Advocacy and Networking for Mission and one Bishop.**

(a) Each Committee member shall serve one triennium beginning January 1 in the year following each General Convention until the December 31 following the next General Convention. Members may be named to serve consecutive terms by their provinces.

(b) In the event that a province fails to name a person to serve on the Committee by the [sic] January 1, when each term begins, the Chair and Vice Chair of Executive Council shall appoint a qualified person from that province to serve on the Committee.

(c) The Chair and Vice Chair of Executive Council shall appoint the member from the Joint Standing Committee on Advocacy and Networking, and the Chair shall appoint the Bishop member.

(d) Vacancies shall be filled in the same manner as the original members were named. Vacancies in excess of 30 days shall be filled by the Chair and Vice Chair of Executive Council, and in the case of a Bishop vacancy, by the Chair of Executive Council.

(e) To ensure representation of diverse racial and ethnic voices on this Committee, if there are no members named who are from the racial or ethnic groups of black, Latino/a, Asian, Native American/Indigenous, and non-Hispanic white, then the Chair and Vice Chair of Executive Council shall appoint a member at large from each unrepresented racial or ethnic group.

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 410-411.



**Resolution Number:** 2015-A023  
**Title:** Authorize Continuation of the Executive Council Committee on Anti-Racism  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention of The Episcopal Church continue the existence of the Executive Council Committee on Anti-Racism for another nine years; and be it further Resolved, That the General Convention affirm the importance of the work of the Executive Council Committee on Anti-Racism to support the Church to live into existing General Convention resolutions mandating anti-racism training for clergy and lay leaders of the Church, which includes meeting in person to review, recommend, and endorse anti-racism curricula for use by the Church and to plan and prepare for at least one Church-wide “Train the Trainer” workshop in the next triennium; and be it further Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to allocate \$131,500 covering training, licensing, face-to-face meetings, and translation for the implementation of this resolution.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 411-412.



**Resolution Number:** 2012-A161  
**Title:** Amend the Anti-Racism Committee's Mandate and Appointments  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That the 77th General Convention of The Episcopal Church amend the mandate and method of appointment of the membership of the Executive Council Committee on Anti-Racism, as follows:*

**Mandate:**

**This committee is charged with guiding 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:**

- **Overseeing and coordinating the efforts and activities for racial justice of The Episcopal Church;**
- **Monitoring and evaluating anti-racism programming;**
- **Recommending best practices for combating racism;**
- **Collecting data on provincial activities to be submitted to Executive Council on an annual basis;**
- **Developing criteria for the credentialing of certified anti-racism trainers and monitoring compliance of anti-racism legislation passed by General Convention.**

**Membership of the Executive Council Committee on Anti-racism shall be composed of one person trained in anti-racism, named by the governing body of each province of this church, plus one member of the Executive Council Joint Standing Committee on Local Mission and Ministry.**

**The term of each member shall expire at the close of General Convention in 2015.**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 2012* (New York: General Convention, 2012), p. 509.