

General Convention of The Episcopal Church 2022 Archives' Research Report

Resolution No.: 2022-C011
Title: Anti-Racism Training for Deputies and Alternates
Proposer: Oregon
Topic: House of Deputies, Racism

Directly Related: (Attached)

2018-A015 Direct Interim Bodies to Undergo Anti-Racism Training
2018-A044 Set Essential Components of Anti-Racism or Racial Reconciliation Training
2018-A045 Reaffirm and Report on Anti-Racism Training
2015-C019 Work for Racial Justice and Reconciliation
2012-A125 Recommit to Anti-Racism Work
2012-A127 Recommit to Anti-Racism Work
2009-A142 Recommit the Church to Anti-Racism and Request Annual Diocesan Reports
2000-B049 Require Anti-Racism Training

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

2006-A092 Applaud 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.

C011 - Anti-Racism Training for Deputies and Alternates

Final Status: Not Yet Finalized

Proposed by: Oregon

Requests New Interim Body: No

Amends C&C or Rules of Order: No

Has Budget Implications: No

Cost:

HiA: HD

Legislative Committee Currently Assigned: 16 - Churchwide Leadership

Completion Status: Incomplete

Latest House Action: N/A

Supporting Documents: No

Resolution Text

Resolved, the House of _____ concurring,

That beginning on January 1, 2022 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, and as deputies or alternates to General Convention be required to take anti-racism training and receive certification of such training, in accordance with the existing policies of The Episcopal Church, the provinces and the dioceses, and be it further

Resolved, That the Executive Council, through appropriate staff and interim bodies, develop and implement processes for collecting information regarding how this mandate is being implemented and data on the participation in training by covered individuals within their jurisdiction from the dioceses, provinces, Episcopal seminaries and other programs preparing individuals for ordination, committees, commissions, agencies and boards, and all other entities subject to this requirement, and make such information and data readily available to the Church at least 6 months prior to each General Convention.

Explanation

At the 73rd General Convention in Denver, Resolution 2000-B049

(https://www.episcopalarchives.org/cgi-bin/acts/acts_resolution-complete.pl?resolution=2000-B049) required “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.” It further required “that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels” and that “each province and diocese [...] determine those lay and clergy leaders who are to take the training”.

Deputies and alternates to General Convention were not explicitly included in the resolution’s list of leaders, but many dioceses, including Oregon, have since included them in their designation of leaders who must take the training. This resolution would make such training for deputies and alternates the policy across the church.

Since GC 2012, the General Convention’s Joint Standing Committee on Nominations has been tracking compliance with the anti-racism training requirement for elected churchwide leadership (Church Pension Fund Trustee, Disciplinary Board for Bishops, Executive Council, General Board of Examining Chaplains, General Theological Seminary Trustee, and the Officers of General Convention). These reports illustrate a trend towards compliance among elected positions from 76% (GC 2012), to 84% (GC 2015), and 85% (GC 2018). However, there has been no comparable organized means of collecting data on the extent of compliance with this mandate at other levels of the Church, neither data on participation in training nor information on what each entity requires in the way of training.

The General Convention is the governing body of The Episcopal Church, adopting its canons and policies, electing its officers. The Bishops are already covered by the 2000 training requirement, as are many members of the House of Deputies due to other positions of leadership they may have. It is important that all the members of the House of Deputies take part in anti-racism training to inform their decision making. Extending the 2000 B029 mandate to explicitly cover Deputies will ensure that the intent of that resolution to cover *all* leaders is met.

The Episcopal Church has long recognized its complicity in racism and its call to self-examination, repentance and reform. Since 2015, in response to Resolution 2015-C019: Work for Racial Justice and Reconciliation (https://www.episcopalarchives.org/cgi-bin/acts/acts_resolution-complete.pl?resolution=2015-C019) – it has been building the framework of Becoming Beloved Community. This response to systemic racial injustice enhances the capacity of The Episcopal Church to work in communities to organize and advocate against and work to dismantle systems, policies and practices that reinforce violence and acts that perpetuate the sin of racism. Making sure that every leader is appropriately trained is an important step toward an anti-racist future.



Resolution Number: 2018-A015
Title: Direct Interim Bodies to Undergo Anti-Racism Training
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 79th General Convention affirm that the “mission of the Church is to restore all people to unity with God and each other in Christ” (BCP 855, Catechism). And that the work of The Jesus Movement is articulated in the pursuit of the reconciliation of humanity in the pursuit of Racial Reconciliation; and be it further

Resolved, That the General Convention acknowledge the work of the Church happening in Interim Bodies is done by groups of Episcopal neighbors, initially strangers to one another, under time and budget constraints and that, as Interim Bodies work, opportunities abound for conscious and unconscious bias to manifest itself and can take the form of oppression and aggression counter to the work of the Body and the Gospel; and be it further

Resolved, That the 79th General Convention require the constituted Interim Bodies of the 2019-2021 triennium to include an Anti-Racism/Diversity/Bias Awareness component at their initial meetings and that the cost of such trainings be folded into the budget for each Interim Body.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 689.



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: 2015-C019
Title: Work for Racial Justice and Reconciliation
Legislative Action Taken: Concurred as Substituted
Final Text:

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 Emanuel 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 to 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.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 310-311.



Resolution Number: 2012-A125
Title: Recommit to Anti-Racism Work
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 77th General Convention recommit and declare itself to be dedicated to continuing the work against the sin of racism in all of its forms; and be it further
Resolved, That a culture, expectation, and practice of anti-racism permeate the life of The Episcopal Church; and be it further
Resolved, That anti-racism principles and practices permeate the work of all teams of the DFMS, monitored and networked by a staff officer; and be it further
Resolved, That anti-racism principles and practices permeate the work of all volunteers participating in the governance structures of The Episcopal Church; and be it further
Resolved, That anti-racism training oversight and implementation be carried out on provincial and diocesan levels for all Episcopalians; and be it further
Resolved, That all dioceses and provinces initiate 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 the provinces report annually to the Executive Council on the progress being made in fulfillment of this resolution; and be it further
Resolved, That the 77th General Convention request that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$180,000 to be distributed and used by the Provinces for the implementation of this resolution during the 2013–2015 triennium.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 2012* (New York: General Convention, 2012), p. 489.



Resolution Number: 2012-A127
Title: Recommit to Anti-Racism Work
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, 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 anti-racism training oversight and implementation be carried out on provincial and diocesan levels for all Episcopalians; 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 of racism, both internally and externally, and integrate the practices of anti-racism into their ongoing life.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 2012* (New York: General Convention, 2012), pp. 698-699.



Resolution Number: 2009-A142
Title: Recommit the Church to Anti-Racism and Request Annual Diocesan Reports
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, 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 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; and be it further

Resolved, That all dioceses and provinces receive anti-racism training if they have not already done so or renew training that has been previously taken; and be it further

Resolved, That dioceses and provinces develop programs and ministries to dismantle and eradicate structures of racism, both internally and externally, and integrate the practices of anti-racism into their ongoing life; and be it further

Resolved, That the Anti-Racism Committee of Executive Council develop a monitoring and reporting process for the dioceses, and that dioceses make annual reports to the Anti-Racism Committee of Executive Council.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 742



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.