

General Convention of The Episcopal Church 2024 Archives' Research Report

Resolution No.: 2024-A035
Title: Establish Model Policies for Anti/Racism/Racial Reconciliation Work
Proposer: Executive Council Committee on Anti-Racism & Reconciliation
Topic: Racism, Reconciliation

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-A073 Update Model Policies for Protection of Children and Youth
2000-B049 Require Anti-Racism Training
1991-D113 Address Institutional Church Racism in the Next Three Triennia

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

2022-A052 Revise Mandate for Executive Council Committee on Anti-Racism and Reconciliation
2018-A043 Revise Mandate for Executive Council Committee on Anti-Racism
2015-A023 Authorize Continuation of the Executive Council Committee on Anti-Racism
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
2003-A010 Continue Anti-Racism Program
2003-A111 Revise Title III Canons
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 2022, 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](#).

A035 - Establish Model Policies for Anti/Racism/Racial Reconciliation Work

Final Status: Not Yet Finalized

Proposed by: Executive Council Committee on Anti-Racism & Reconciliation

Has Budget Implications: No

Cost:

Amends C&C or Rules of Order: No

Requests New Interim Body: No

Changes Mandate Of Existing Ib: No

Directs Dfms Staff: Yes

Directs Dioceses: Yes

Directs Executive Council: Yes

HiA: No House Assigned

Legislative Committee Currently Assigned: No Committee Assigned

Completion Status: Incomplete

Latest House Action: N/A

Supporting Documents: No

Resolution Text

That the 81st General Convention of The Episcopal Church (“TEC”) recommit itself to the work of the Church as articulated first in the 70th General Convention in Resolution D-113 which called the Church to address racism inside our church, within society, and in our world; and be it further

Resolved, That TEC acknowledge that the times and circumstances demand that the Church better articulate a clear and firm commitment to Dismantling Racism, Racial Healing, and Justice and Reconciliation in a manner similar to how the Church addresses the protection of children and youth (commonly referred to as “Safe Church”); and be it further

Resolved, That the Presiding Bishop and the President of the House of Deputies, not later than March 1, 2025, jointly appoint a Special Task Group of five to seven persons with experience in the use and development of Model Policies for Racial Reconciliation and Healing to create a set of Model Policies for Dismantling Racism, Racial Reconciliation, and Healing that addresses the following:

- A screening and selection process for all clergy, lay employees, and lay leaders that requires training on racial reconciliation according to the Church’s teachings

- The articulation of behavioral standards for clergy, lay employees, and lay volunteers considering:
 - a. The prohibition of offensive language or actions to people of color
 - b. The prohibition of any racially derogatory materials (magazines, cards, videos, films, clothing, etc.) on the Church premises or at Church events
- Education and training for all clergy, lay employees, and lay leaders considering:
 - a. Training be completed every 3 years to keep knowledge and skills top of mind.
 - b. Specialized training for those who recruit, screen, or select persons to leadership positions
 - c. A mechanism to certify that clergy and lay leaders have the knowledge specified at least at the Awareness level specified by the Framework for Anti-Racism/Reconciliation Training document as approved by the Church in Resolution 2018-A044
 - d. Criteria for the certification of Seminaries and schools of theological education that ensures they provide training specified at least at the Awareness level specified by the Framework for Anti-Racism/Reconciliation Training document as approved by the Church in Resolution 2018-A044
 - e. Guidelines for delivering anti-racism/reconciliation training to different racial audiences as begun by the Executive Council Committee on Anti-Racism and Reconciliation as supplements to the Framework for Anti-Racism & Reconciliation Training - engaging the Office of Ethnic Ministries to develop Ethnic-oriented Supplements to the Framework for Anti-Racism Training
- Making the current Racial Justice Audit a permanent effort
- Identification of a diocesan Racial Reconciliation Officer who will track and possibly coordinate racial reconciliation efforts across the diocese
- Guidelines for accountability describing consequences when responding to concerns of:
 - a. Discriminatory behavior toward people of color
 - b. Lack of adherence to existing racial reconciliation resolutions; and be it further;

Resolved, That the creation of these Model Policies for Racial Reconciliation and Healing be completed by September 31, 2025; and be it further Resolved, That the Model Policies for Racial Reconciliation and Healing be promulgated after they are approved by the Special Task Group; and be it further

Resolved, That the Episcopal Church Center appoint a knowledgeable person to serve as a point of contact for dioceses to obtain information about complying with the Model Policies for Racial Reconciliation and Healing; and be it further

Resolved, That not later than June 30, 2026, Guidelines for Racial Reconciliation and Healing be created by each diocese to conform to the Model Policies for Racial Reconciliation and Healing with due regard to applicable local laws on the subject matters of the Model Policies for Racial Reconciliation and Healing; and be it further

Resolved, That all dioceses annually confirm, in writing or by email or through a survey mechanism, to a designated office in the Episcopal Church Center, that the diocese's Guidelines conform to the Model Policies for Racial Reconciliation and Healing.

Explanation

Church-wide work toward racial healing begun in the 70th General Convention in Resolution D-113 has seen several resolutions at subsequent General Convention resolutions affirming the work and encouraging training of all leaders, ordained and lay. Data gathered by ECCAR as part of its mandate and by the Presiding Bishop's staff in the form of the Racial Justice Audit have found many entities within the Church doing this work. But it has, also, found many not living into those resolutions.

Knowledge and capabilities around racial reconciliation should be as important as knowledge and capabilities around the Protection of Children and Youth (commonly referred to as "Safe Church"). If the Church is really serious about eliminating racism and healing, we should not allow anyone to be appointed or elected to a position in the Church without having the knowledge agreed upon as the Church's teachings as described in Resolution 2018-A044 Set Essential Components of Anti-Racism or Racial Reconciliation Training. Many of the Church's leaders such as Catherine Meeks from the Absalom Jones Episcopal Center for Racial Healing are frustrated by the lack of accountability for adhering to the many resolutions that have already been passed but have not been lived into. This resolution would put structure to the call for the entire church to live into these resolutions thus building the capacity of the church to truly dismantle racism and bring healing to the world. This resolution is modeled after resolutions 2003-B008 Protect Children and Youth from Abuse and 2015A073 Update Model Policies for Protection of Children and Youth and would help hold the Church accountable for the work we have said over and over again we wish to do.

The Church has broadened its focus beyond just anti-racism to racial reconciliation as described in Resolution 2018-B004 Urge Common Terminology to Describe Anti-Racism Work. This resolution moves the Church toward that broader focus.

Clergy are trained at seminaries across the country. Most seminaries have not provided sufficient training on dismantling racism, racial reconciliation, justice, and healing. Thus many clergy do not start their careers with the knowledge they need to have to support this work. This resolution would set a minimum standard for racial reconciliation training provided by seminaries at which clergy are educated.

The Episcopal Church Canon Article III requires that clergy must complete what is considered the Church's "training on anti-racism". This means one could claim that simply by watching a half-hour online video about racism they have met this requirement. Experts in this work agree that this "one and done" approach is not sufficient to move the church forward in dismantling racism and achieving racial justice and healing. This resolution addresses this issue by requiring that the required training be more comprehensive and that training should be repeated every 3 years to maintain an appropriate level of knowledge.

The Episcopal Church Canon Article III applies only to clergy. But as identified in multiple General Convention resolutions such as 2000-B049 Require Anti-Racism Training, 2018-A045 Reaffirm and Report on Anti-Racism Training, and 2018-A015 Direct Interim Bodies to Undergo Anti-Racism Training we also need all lay leaders to have the knowledge of the Church's training on anti-racism and racial reconciliation toward dismantling racism and achieving racial justice and healing, especially those at the parish level, if we are to truly make progress. This resolution would make that requirement apply not only to clergy but also to lay leaders across the Church.



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-A073
Title: Update Model Policies for Protection of Children and Youth
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 78th General Convention direct that the 2004 Model Policies developed by The Church Insurance Agency Corporation for the Protection of Children and Youth from Abuse (the “2004 Model Policies”) be updated and supplemented to reflect the experience of the Church in using the 2004 Model Policies and to cover topics such as social media, mission trips, pilgrimages, camp and conference center programs, and other overnight events, and the experiences of LGBTQ persons; and be it further

Resolved, That the Presiding Bishop and the President of the House of Deputies, not later than September 30, 2015, jointly appoint a Special Task Group of five to seven persons with experience in the use and development of Model Policies for Preventing Sexual Misconduct to update, or to oversee the updating of, the 2004 Model Policies; and be it further

Resolved, That the updating and supplementing of the 2004 Model Policies be completed by March 31, 2016; and be it further

Resolved, That the Updated Model Policies for the Protection of Children and Youth from Abuse to the Church (the “Updated Model Policies”) be promulgated after they are approved by the Special Task Group; and be it further

Resolved, That the Episcopal Church Center appoint a knowledgeable person to serve as a point of contact for dioceses to obtain information about complying with the 2004 Model Policies and the Updated Model Policies; and be it further

Resolved, That not later than December 31, 2016, the Guidelines for the Protection of Children and Youth of each diocese conform to the Updated Model Policies with due regard to applicable local laws on the subject matters of the Updated Model Policies; and be it further

Resolved, That all dioceses annually confirm, in writing or by email, to a designated office in the Episcopal Church Center, that the Guidelines of the diocese conform to the Updated Model Policies.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 416-417.



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.



Resolution Number: 1991-D113
Title: Address Institutional Church Racism in the Next Three Triennia
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That the Episcopal Church spend the next three triennia addressing institutional racism inside our Church and in society, in order to become a Church of and for all races and a Church without racism committed to end racism in the world, and that greater inclusiveness become one of the Episcopal Church's primary strategies for evangelism.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 382.