

**GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018  
ARCHIVES' RESEARCH REPORT**

**RESOLUTION NO.:** 2018-A044  
**TITLE:** Establishing an Anti-Racism/Racial Reconciliation Certification Framework:  
Building Capacity for Becoming Beloved Community  
**PROPOSER:** Executive Council Committee on Anti-Racism  
**TOPIC:** Reconciliation

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**Directly Related:** (Attached)

2015-A023 Authorize Continuation of the Executive Council Committee on Anti-Racism  
2015-A182 Address Systemic Racial Injustice  
2012-A125 Recommit to Anti-Racism Work  
2012-A127 Recommit to Anti-Racism Work  
2006-B025 On the Topic of Anti-Racism Training (Rejected)  
2003-A010 Continue Anti-Racism Program  
2000-B049 Require Anti-Racism Training  
1994-A048 Encourage all Church Bodies to Make Overcoming the Sin of Racism a Priority

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

2015-C019 Work for Racial Justice and Reconciliation  
2015-D040 Develop Anti-Racism Youth Ministry Curriculum  
2009-A142 Recommit the Church to Anti-Racism and Request Annual Diocesan Reports  
2003-D025 Continue Efforts to End Racism  
2000-A047 Extend Anti-Racism Commitment for Another Nine Years  
1997-D075 Establish Resource Center for Materials on Racism

**Supplemental Documents:** (Linked)

(Blue Book) Report to General Convention, [Executive Council](#), see pages 127-129.

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1976 through 2015, 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 at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.*

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

<b>Proposer</b>	Executive Council Committee on Anti-Racism
<b>Topic</b>	Reconciliation
<b>Endorsed by</b>	
<b>Sponsored by</b>	
<b>Page numbers</b>	Blue Book: p. N/A; Constitution & Canons: p. N/A
<b>HiA / Leg. Cttee</b>	/
<b>Current Status</b>	Resolution Filed
<b>Version</b>	Original (as filed)
<b>Review Status</b>	Not yet reviewed

## RESOLUTION TEXT

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, 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 defined by Canon Article III.6.5(g) Training and General Convention Resolution has been satisfied; and be it further
- 2 *Resolved*: That The Episcopal Church (TEC) recognizes that in order to maintain a common theological framework and pastorally congruent response regarding our commitment to dismantle the sin of racism, specific components must be included in any Anti-racism or Racial Reconciliation training designed to fulfill the canonical requirement for all persons seeking ordination and all persons specified in General Convention Resolution 2000-B049; and be it further
- 3 *Resolved*, That the specific components that must be included in any Anti-racism or Racial Reconciliation training are as follows: 1) an Historical Component - to include Canonical Requirements, Domestic and Foreign Missionary Society's Historical Commitment found in General Convention resolutions, "The Church's Contemporary Response to Racism", and "Becoming Beloved Community", 2) an Information OR Didactic Component - to include The Baptismal Covenant, Power, Class, The Doctrine of Discovery, Race, Racism, Internalized Racial Privilege, Internalized Racial Oppression, Becoming Co-conspirators, Recognizing Racial Reconciliation, and 3) ACTIVITIES - to include Prayer, Respectful Communication Guidelines, and other activities as indicated to accomplish learning objectives for historical and informational components; and be it further
- 4 *Resolved*, That Executive Council's Committee on Anti-racism will create an Anti-racism Certification Framework to more completely define the above components; and be it further
- 5 *Resolved*, That TEC staff shall work with the Executive Committee on Anti-Racism (ECCAR) to implement a certification process which would allow for on-line testing of clergy, laity, and

trainers to ensure the consistent fulfillment of the spirit of the requirement for anti-racism training across the Church according to the Anti-racism Certification Framework defined by the Executive Council Committee on Anti-Racism; and be it further

- 6 *Resolved*, That TEC staff will provide an annual report to ECCAR on the status of use and effectiveness of the certification process.

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EXPLANATION

The Episcopal Church Canon Article III.6.5(g) Training currently requires Anti-Racism “training” of all ordained persons and lay leadership. General Convention Resolution 2000-BO49 states:

“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.”

ECCAR is mandated to monitor “compliance of anti-racism legislation passed by General Convention” and to develop “criteria for the credentialing of certified anti-racism trainers” (GC 2012-A161 and GC 2015 A022). Committee members have reported that our church, at multiple levels, is not in full compliance with the requirement of anti-racism training. The Committee believes there are three reasons for this: 1) lack of definition for what constitutes “anti-racism training”, 2) lack of availability of “certified” trainers, and 3) lack of an easy to follow process for certification.

#### Lack of Definition of What Constitutes “Anti-racism Training”

Engaging in the work of eliminating the sin of racism and “Repairing the Breach” as described by the Becoming Beloved Community long-term commitment plan requires that clergy and laity are properly equipped to engage in racial reconciliation. The Executive Council’s Committee on Anti-racism has spent the last triennium collecting data that has revealed a variety of methodologies are used throughout the church. We have found that in some dioceses no training is provided.

In addition, the Committee noted in 2015, with strong concern, that increasingly some entities within

TEC are providing insufficient anti-racism training. They are providing workshop programming (e.g., 2-3 hour programs) which only provides an incomplete awareness of what racism is and its negative impacts on our society. Research on learning and development leads us to believe that only longer training programming (e.g., 8-14 hours) can truly teach the knowledge and skills necessary to eliminate the sin of racism and facilitate racial reconciliation.

While we applaud the growing use of customized, shorter anti-racism “programming,” we strongly urge that the Church needs to understand the difference between “programming” and “training”, and that the two are not interchangeable.

The committee has concluded that the components identified in the resolution - informational and pragmatic - will strengthen our life together as a denomination that understands the intricate ways in which the sin of racism infects individuals, congregations, and communities. Informational and pragmatic components are offered as a panacea to the current disparity that exists between trainings that are currently offered. It is expected that some components will be adapted to local culture.

The work of ECCAR in establishing the Anti-racism Training Framework outlined in this resolution will clarify what constitutes anti-racism training throughout the church which should make it easier for training to be developed and delivered that will, in fact, clergy and laity to carry out the work of eliminating the sin of racism and bringing about racial reconciliation.

#### Lack of Availability of Certified Trainers

During the 2009 General Convention the position of Anti-Racism Officer was discontinued and so, too, were church-wide anti-racism “Train-the-Trainer programs.” Because of this, the list of certified trainers is no longer available. Yet the anti-racism training requirement remains in effect.

The Committee has heard stories where individuals and parishes (especially in more rural areas) have chosen not to seek training because they could either not find a certified trainer or they could not afford one. Thus, they could not “check the box” in Ordination paperwork or committee appointment records to confirm that anti-racism training had been completed. This resolution seeks to make it easier for trainers to be certified through a well-defined, easy to follow certification process which will make it easier for more trainers to be engaged to deliver training.

#### Lack of a Well-Defined, Easy to Follow Process for Certification

Another mandate of the Executive Council Committee on Anti-Racism is to eliminate the sin of racism by “...developing criteria for the credentialing of certified anti-racism trainers...” The Committee feels it has been well documented that various dioceses use different criteria to certify completion of the anti-racism training requirements for clergy and lay leaders. The Committee feels this inequity is neither fair nor helpful in the Church’s efforts to eliminate the sin of racism.

This resolution seeks to create a single certification process that, leveraging technology, is easily accessible across the Church and includes the criteria for certification of those having taken anti-racism training according to the Anti-Racism Training Framework previously mentioned.

ECCAR Committee Chair, Mr. James McKim who has 30+ years of experience leading organizations and IT projects, has met with current TEC IT Director Darvin Darling to review the certification process proposed by the Committee. Mr. Darvin has indicated that his staff should be able to implement this process with no additional funding shortly after General Convention.



**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:** 2015-A182  
**Title:** Address Systemic Racial Injustice  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*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 address 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 practices 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 resources; 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.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 438-439.



**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:** 2006-B025  
**Title:** On the Topic of Anti-Racism Training  
**Legislative Action Taken:** Rejected [Died with Adjournment]  
**Text of the Resolution:**

*Resolved*, the House of Deputies concurring, That the 75th General Convention establish a minimum requirement of fourteen (14) hours of anti-racism training that is called for in Resolution B049 (GC2000) and supported by Resolution A010 (GC2003).



**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.



**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:** 1994-A048

**Title:** Encourage all Church Bodies to Make Overcoming the Sin of Racism a Priority

**Legislative Action Taken:** Concurred

**Final Text:**

*Resolved, That all elected and appointed bodies in the Episcopal Church be encouraged to establish as a priority overcoming the sin of racism.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), p. 259.