

Dismantling Racism Report to the 2021 Convention of the Diocese of Central PA

Our Charge:

The newly formed Anti-Racism Commission of the Diocese of Central Pennsylvania (name changed to Dismantling Racism in the Diocese of Central PA at first meeting) is charged with creating a clear, compassionate, operational and effective strategy for dismantling systemic and institutional racism in our diocese and overseeing its implementation.

The group is asked to:

- Identify and define the problem of racism as it exists in Central Pennsylvania, specifically within our ecclesiastical structure (parishes and programs, diocesan structures and staff)
- Articulate a Vision of the Beloved Community in our local context
- Establish and communicate a series of clear steps to achieve the Vision (including but not limited to: spiritual formation, education, expression of personal and institutional narratives, development of projects and programs, re-working of institutional structures, diocesan-level implementation of policy, program, and funding, etc.)
- Create a plan for implementation with a timeline and budget
- Hold this work in a context of building relationships, engaging in prayerful contemplation, personal commitment, theological and scriptural reflection and faithful hope
- The committee should report quarterly to all who are identified as People of Color. The reporting should occur before the report to the Council of Trustees.

Meetings:

The first introductory meeting was in December 2020 and the commission has met monthly in 2021.

Initial work of subcommittees:

Vision Statement and Mission Statement
Core Questions to use to gather stories
Historical Context and History of racism in the diocese
Demographics of Convocations/Churches

Regrouped after feedback from the Council of Trustees to:

Compile a glossary of terms related to Racism, Anti-Racism, White Supremacy
Meet with Bishop Audrey Scanlan to discuss how to work together in addressing Racism in the diocese and to learn the history of past commissions and what we can do to avoid missteps
Participate in Lent series with Bishop on Facebook Live broadcast
Write essays on how and when members began to recognize and address racism in their own lives – to be used to know each other better and discern ways the commission can connect to and inform members of the churches in DioCPA
Finalize the Vision Statement, Vision Goals, and Mission Statement for the commission (see attached)

Action Items:

- Preparation of Website page on DioCPA website: Resources and Interviews
- Preparation for interviews with BIPOC to highlight stories of racism in the Diocese for us all to learn from (compensation for mileage and expenses provided; identities may be hidden if requested)
- Presentations at Convocation meetings with follow-up to gauge reactions
- Contact clergy of those congregations that responded “Strongly Agree” to the Parochial Report section on how committed the congregation/Vestry/Clergy are to Anti-Racism activities.

- Demographic data prepared for publication

Requests:

Budget of \$25,000

Prayers added to Diocesan Prayer list

Members: