

## **Dismantling Racism Annual Report 2023**

Our group has been 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
- Report quarterly to all who are identified as People of Color. The reporting should occur in addition to reporting to the Council of Trustees.

Our progress this year includes:

The work of the Commission is grounded in & transformed by the Holy Spirit:

- Held a business retreat of commission members which included a spiritual component
- Designed an entire retreat of spiritual strengthening in October 2023
- Created a prayer for our commission to be distributed to parishes who wish to pray for us
- Planning for Sacred Ground sessions to be held in 2024
- Created a space on Facebook for discussions by the group

The Commission articulates a clear vision

- Created a document of norms and a document that expresses our joint purpose
- Create/adapt a survey to use throughout the diocese to understand the extent of racism
- Create a guide for local parishes who seek to research and acknowledge their own racism
- Present at clergy meetings, convocations, and the convention

The Commission communicates its work to all stakeholders

- Created/updated website
- Developed a communications strategy document

The Commission evaluates its own work and asks for feedback from others

- Reports its progress to local UBE chapter and asks for input
- Attends UBE meetings and events for ongoing communication
- Co-chairs meet regularly with the Bishop regarding progress
- Integrates 4 key resolutions from the last General Convention to keep focus of our work

Our group is looking for members to continue our work. Please contact the Bishop's office if you are interested in helping us confront racism in ourselves and in our institutions. Our group meets monthly. We held a spiritual retreat in October 2023.

### **Membership January 2023**

#### **Co-Chairs**

The Rev. Sarah L Weedon, St Andrew's, Lewisburg,  
The Rev. Michael Nailor, St Stephens Cathedral, Harrisburg,

#### **Members**

The Rev. Linda Watkins, Member and Chaplain  
Ms. Emma Di Pace, St John's, Lancaster  
The Rev. Canon Kate Harrigan, St Luke's, Mechanicsburg  
Ms. Micalagh Moritz, St Paul's, Harrisburg  
Ms. Marilyn Pyeatt, St Lukes, Altoona  
Ms. Sarah Reid, Trinity, Williamsport  
The Rev. Stuart Scarborough, Mount Calvary, Camp Hill  
Ms. Sharon England, St. Paul's, Harrisburg