

Eliminating Racism Committee Annual Report to Convention 2019

Activities since 2018 Convention

Undoing Racism Workshop Held in November 2018 with Diocesan Funds and Private Donations, St. Paul's Church, Harrisburg

An Undoing Racism workshop was held in November, 2018, at St. Paul's Episcopal Church, Harrisburg. We were able to use the remaining funds from our 2018 budget, plus additional funds raised from individuals and parishes. Forty people attended this workshop. Most were from Episcopal parishes, while others were from community groups or individuals who work with Episcopal parishes. Residents of Sycamore House also attended.

Strategy Team In-depth Training Held June 6-8, Christ Church, Williamsport

For 2019, we planned two major activities: one in-depth Strategy Team training and one Undoing Racism Workshop. The in-depth Strategy Team training was held June 6-8 at Christ Church Williamsport. There were 20 people in attendance. Thirteen were members of the Strategy Team, while seven were especially invited to create a more diverse group. Two of the seven represented community organizations, while the remaining five were members of The Episcopal Church. The People's Institute for Survival and Beyond facilitated the workshop with four trainers.

The cost for all attendees was paid by the Diocesan budgeted funds for a total of \$17,694.

After this training, six more people joined the Strategy Team. There are currently 19 members of the Strategy Team, representing seven parishes and some community groups. Deacon Kyle Murphy is our liaison to the Council of Trustees. The diversity of the group is nine African-Americans and 10 European-Americans.

The workshop included a brief overview of the Undoing Racism workshop information. Then we moved into deeper organizing. Four work groups were formed with the following tasks and members:

1. To Expand Undoing Racism Workshop training and gain increasing acceptance of a common analysis of racism and a shared commitment to anti-racist organizing in the Diocese and within parishes.
Members: Kevin Barron, Rebecca Myers, Pamela Parson, Audrey Scanlan, Shayna Watson, Brett Ziegler
2. Auditing Racism - To document systemic racism in the Diocese and its parishes, developing data and shaping clear images of the change that is required in the process of becoming an anti-racist church.
Members: Ed Copeland (will convene this work group), Ross Fairweather, Michelle Hamilton, Michael Nailor
3. Community coalitions/partnerships - to establish partner relationship with other community-based organization within the diocesan territory in order to address societal issues of systemic racism (issues of criminal justice, mass incarceration, immigration, etc.)
Members: Anthony Alexander, Yvette Davis, Howard Hanson, Carol Stevenson

4. To further develop anti-racist organizing within the Diocese as a whole and in selected parishes. (Christian education/formation, leadership development, liturgical celebrations, criteria for designation of "anti-racist parish", cluster parish partnerships, caucusing, etc.)
Members: Hettie Love, Karen Love, Micalagh Moritz, Marion Schwartz, Brenda Scott

This forms our work for the next two years.

Undoing Racism Workshop Planned for October 11-13, St. Thomas, Lancaster

An Undoing Racism Workshop is planned for October 11-13 at St. Thomas, Lancaster. All are welcome up to a total of 40 people. We are inviting people from throughout the Diocese, as well as, individuals from community groups with whom our parishes work. The budget funds will pay for the workshop trainers from The People's Institute, food, and double room lodging if needed. Child care will also be provided if needed.

Fundraising Expertise Available in Exchange for support at October Workshop

We have connected with Lori Jacobwith of Ignited Fundraising. She is planning to attend the Lancaster workshop and in exchange will provide the Diocese with a fundraising workshop for as many people as want to attend. She will provide follow-up individual consultation to three groups in the Diocese, most likely the Strategy Team, The Episcopal Home, and The Stevenson School. This event will be either March 7 or 14, 2020.

Ms. Jacobwith's attendance at the Undoing Racism workshop in October is covered with Diocesan funds budgeted for the Eliminating Racism Task Group. The Episcopal Home Board committed up to \$750 in funds to support Ms. Jacobwith's expenses to attend, including airfare costs, because Ms. Jacobwith will work with The Episcopal Home Board on fundraising.

Focus on Youth and Young Adults

Our 2020 budget request includes \$15,000 to bring The People's Institute for Survival and Beyond to a Diocesan youth/young adult event. Micalagh Moritz, Sycamore House, Mary Ellen Kilp, Youth Ministry, and Robyn Szoke have all been involved in the planning.

Strategy Team meets monthly and White Caucus Weekly Zoom Meetings have begun

The Strategy Team has been meeting mostly in person with some attendees on conference call. We use our 3-hour meeting time to strengthen our relationships, report on the personal work we are doing, plan for upcoming events and report on our Strategy Team work group efforts. Work groups meet separately in addition to these monthly meetings. Notes of these meetings appear in our newsletter. Our newsletter was a new addition to our work this year. It is distributed electronically.

The Strategy Team members who are White have begun meeting weekly via Zoom as a White Caucus to deepen our learning of living in anti-racist ways and doing anti-racist work. Notes of these meetings are distributed to the whole Strategy Team.

Holding Workshops in our churches is best for a number of reasons

We have decided as much as possible to hold our workshops in parishes, which allows us to connect with our churches and to move around the Diocese. In addition, we discovered that not all conference/retreat venues are welcoming to all people, so utilizing our parishes ensures all are welcome. This choice is cost effective, too.

Creating Community Partnerships

We are excited about our connection and possible collaboration with P.O.W.E.R., a faith-based community organizing group. P.O.W.E.R. has been working on educational equity and a number of our parishes have been actively involved in this effort, including St. Thomas, Lancaster. P.O.W.E.R. utilizes the People's Institute to provide Undoing Racism workshops. In addition, P.O.W.E.R. has created shorter workshops to engage people in working in anti-racist ways.

The Rev. Yvette Davis, Deputy Director of P.O.W.E.R. attended the Strategy Team training in Williamsport in June and provided a workshop for the Healing a Broken World conference. We are working on a meeting to discuss ongoing collaboration.

Darrel Reinford, Executive Director of Christian Churches United (CCU) in Harrisburg is planning to attend the October workshop. CCU works closely with many of our parishes in the Harrisburg Convocation. CCU has also started a program to discuss racism in the Harrisburg area known as "Chat and Chew." A number of our Strategy Team members are part of this planning and have attended these events.

Members have reached out and are working with a variety of community organizations. Howard Hanson, who participated in the Strategy Team Training, is a principal in the Lancaster School District. Members of St. James have been working with the school District. Michele Hamilton and Marion Schwartz have joined an allies group in State College. Pamela Parson has joined a citizens council advising the Dauphin County Jail. Other members are representing our Episcopal Diocese in community organizations devoted to issues of race and racism.

Collaborating with the Stevenson School for Ministry

Two members of the Strategy Team are teaching an online course on "Becoming the Beloved Community." This course is necessary for those discerning ordination in our Diocese. A number of Strategy Team members have also taken the course. Two members of the Strategy Team have helped with shorter parish-based programs, and four members led workshops at the Healing a Broken World weekend sponsored by the Social Justice Network.

New Name

We would like to change our name to Episcopalians Against Racist Systems (EARS) - Diocese of Central Pennsylvania (DCPA) or EARS DCPA.

Goals and Objectives for 2020 year

Continuing the Work of a Diocese that embodies an anti-racist Identity

Our goal is to continue implementing the design and planning process for the next 15-20 years as the Diocese embodies an anti-racist identity. The first phase is a 2-year process, with development of a 5-year plan. Our overall goal is to start moving from transactional change to transformational change and to move to an anti-racist multicultural church. These are detailed in the attached charts.

We currently believe our Diocese and most of our parishes have been involved in transactional change and are between the "Club" Church and the Multicultural Church. We understand that our faith and fellowship of Jesus Christ demands we be an anti-racist, multicultural church.

Our workgroups created at the June training provide the framework for the next three years. We are working on:

- Encouraging more people to attend the initial workshops;
- Auditing our Diocese and individual parishes to document systemic racism, so we know what is facing us in changing it.
- Partnering with other organizations with whom we work on a regular basis, not only for support and sharing of resources, but also to address common issues of systemic racism.
- Creating more opportunities for people in parishes to do anti-racist organizing. This will include Christian formation opportunities, speakers, shorter education opportunities.

Funding Needed to Move Ahead

Once again, we expect the level of funding in this proposed 2020 budget is a minimum of what will be required over 15-20 years, but the funders and funding mix could change as we become aware of funding sources outside of Diocesan funds. In addition, over that time, some fees and expenses would change. Also, we could decide that some members of our Diocese become certified trainers with The People's Institute, which could change the cost of workshop fees.

We believe our consultation with Lori Jacobwith can produce funds. Our work with her includes developing a fund development plan.

In mid-August, The Episcopal Church released the process for applying for grants through the Becoming Beloved Community funds. These funds were allocated at the 2018 General Convention. We submitted a proposal for \$19,840 to support the youth initiatives in the Diocese, including a retreat for youth and young adults and a youth symposium as part of the Bishop Nathan Baxter Chapter of the Union of Black Episcopalians (UBE) Absalom Jones Service in February 29, 2020.

Events and Activities for 2020

Here are our plans for 2020:

- One 2 ½ day Undoing Racism Workshop for up to 40 people in the Diocese and others outside our denomination, yet with whom our parishes do ministry together.
- One 2 ½ day Undoing Racism workshop for up to 40 youth and young adults as part of the Youth Ministry activities for the year.
- At least ten face-to-face meetings of the team to continue our work.
- Regular meetings of the White Caucus.
- In-person and electronic meetings of our various work groups.
- Documenting systemic racism in our Diocese and in our parishes, including development of tools for parishes to audit themselves.
- Providing many opportunities – online, short workshops, speakers, Christian formation – for individuals and parishes to join the efforts in becoming a Diocese with an anti-racist identity.
- Supporting The Bishop Nathan Baxter Chapter of the Union of Black Episcopalians, especially in the annual Absalom Jones worship and activities. The Chapter is bringing The Very Rev. Canon Martini Shaw and the choir of the African Episcopal Church of St. Thomas, Philadelphia, to their observance on February 29, 2020. St. Thomas church was founded by The Rev. Absalom Jones. The event also includes an essay contest and luncheon in memory of Dr. George Love.

If we receive grant funding, we will add a youth symposium to these events. The youth symposium would occur Friday evening, with an overnight and participation in The Bishop Nathan Baxter Chapter of the Union of Black Episcopalians (UBE) Absalom Jones Service and the Dr. George Love essay contest awards and luncheon. Thus, the Absalom Jones Service and Dr. George Love essay contest are strengthened to be intergenerational events.

Generous In-Kind Support

All of our activities are conducted mostly with volunteers. Volunteers work with Diocesan staff on the details for the Undoing Racism Workshops. The Strategy Team are volunteers. Churches donate their space for our meetings and workshops. Churches provide refreshment for our meetings. Copying and office supplies are donated.