



## Beloved Community: Dismantling Racism TRAINING & SKILLS DEVELOPMENT POLICY and PROCEDURE – October 2018

<b>Policy Title:</b>	<b>EDWM Beloved Community: Dismantling Racism Training &amp; Skills Development</b>
<b>Brief Description:</b>	<b>Training and initiatives designed to develop knowledge and skills to dismantle racism in our diocese.</b>
<b>Effective:</b>	<b>September 2018</b>
<b>Approved by:</b>	<b>EDWM Diocesan Council</b>
<b>Responsible Diocese Leads:</b>	<b>Spiritual Lead:</b> The Rt. Rev. Wayne M. Hougland Jr. <b>Spiritual Co-Leads:</b> The Rev. Sue York and Joyce Henry <b>Supported by:</b> The Commission for Dismantling Racism (CDR)
<b>Policy Contact:</b>	<b>Spiritual Co-Leads</b>
<b>Reason for Policy:</b>	<p>“At the 78th General Convention of our Church did a remarkable thing: The General Convention invited us as a church to take up this Jesus Movement. We made a commitment to live into being the Jesus Movement by committing to evangelism and the work of reconciliation – beginning with racial reconciliation ... across the borders and boundaries that divide the human family of God. This is difficult work. But we can do it. It’s about listening and sharing. It’s about God.”</p> <p><b>Presiding Bishop Michael B. Curry</b> <b>Sermon Preached on November 1, 2015</b> <b>Installation of the 27th Presiding Bishop of The Episcopal Church</b></p> <p>The Apostle Paul reminded the people of first-century Corinth: “All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation” (2 Corinthians 5:18). If we have ever needed a community of Jesus followers to take up the ministry of reconciliation and healing across the racial borders that mark the human family of God, we need it now.</p>



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	<p>The Episcopal Church has worked to address anti-racism training as well as racial justice and reconciliation with more than 30 General Convention Resolutions since 1952. At the 78th General Convention in July, the House of Bishops wrote in Resolution <u>C019</u>: "the Church understands and affirms that the call to pray and act for racial reconciliation is integral to our witness to the gospel of Jesus Christ and to our living into the demands of our Baptismal Covenant." The Church allocated \$1.2 million for the Triennium to do "the challenging and difficult work of racial reconciliation through prayer, teaching, engagement, and action."</p> <p><b>Previous Resolution</b>  <b>Resolution Number: 2000-A047</b>  <b>Title: Extend Antiracism Commitment for Another Nine Years</b>  <b>Legislative Action Taken: Concurred as Amended</b></p> <p><b>Resolved</b>, that recognizing the continuing prevalence of the sin of racism within the Episcopal Church, the 73rd General Convention hereby acknowledge that our acts of commission and omission throughout the history of the Episcopal Church in the United States have perpetrated racism in our church and society; and be it further</p> <p><b>Resolved</b>, That as the 70th General Convention, D-113 called this church to a nine year commitment to address racism inside our church, within society, and in our world, so this 73rd General Convention does now commit itself with renewed energy for another nine years to continue the work already begun in the past three triennia in order that we become a church committed to ending institutional and other forms of racism which necessitates the acceptance of abandonment of privilege and the sharing of power within our polity, within our society, and throughout the world; and be it further</p> <p><b>Resolved</b>, That each diocese and congregation recommit itself to the work of overcoming the sin of racism in its many forms, including but not limited to, its effects on the recruitment and deployment of persons of color as clergy and lay professionals in the church; and be it further</p> <p><b>Resolved</b>, That this General Convention charge the Executive Council's Committee on Antiracism to continue its work to overcome the historic silence and complicity of our church in the sin of racism including, but not limited to, its proposed hearings on racism; and be it further</p> <p><b>Resolved</b>, That the work at the national office be coordinated through the office of Peace and Justice which will provide methods of support and</p>
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	<p>evaluation for each diocese in its antiracism work and report annually to the full Executive Council on its progress.</p> <p>We, therefore, affirm that:</p> <ol style="list-style-type: none"> <li>1. People are born without any inherent predisposition to be racists, for racism is a learned behavior.</li> <li>2. In this country, white people need to recognize their white privilege and people of color their internalized oppression as a precursor to working on modifying these corrosive and unhealthy behaviors. Thus, another goal of this training becomes leading participants through the continuing and, at times, painful discernment process which should result in lasting change.</li> <li>3. Diversity is a gift from our creator God and anything which causes us to overlook, devalue, or denigrate that gift is a sin.</li> <li>4. Racism (and all of the other ‘isms’) is prejudice coupled with power. It exists to maintain the power and control of one group over another – to give one group the ability to say who is in and who is out, who is normal and who is abnormal, and who gets the resources and who does not. It is perpetuated by the refusal of the powerful to relinquish or share power and the inability of the powerless to obtain (or even think that they are entitled to) power for themselves. The racist system has intentionally kept us all unaware of the part we play in this system and our power to effect change. Only when we see the overarching role of the racist system can we begin to examine the consequences of racism on all of us and become allies for change, joining together to build a system which honors and values all, is inclusive of all, and models God’s reign of justice and peace.</li> </ol> <p>While most of us think we are not racist, we are all shaped by racially constructed systems, including the Church, in which attitudes, social practices, and power dynamics intentionally or unintentionally treat some with racial discrimination and racial prejudice. Most ministry training has taught us to read the Bible, understand God and God’s world, and do the work of our diverse ministries without critically examining the place of individual and collective racial injustice. What would our reading of Jesus’ ministry to the Samaritan woman mean if we use race prejudice as a primary lens?</p> <p>Dismantling Racism training and skills development in the EDWM is a step toward making visible God’s likeness and goodness in every person and in the life of the church institution in which we minister so that church leaders can be healing and reconciling agents in our communities and in our time.</p>
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<p><b>Objectives of Trainings &amp; Skills Development:</b></p>	<p>The course of study on racism awareness and reconciliation is composed of three segments, designed to move participants through three phases:</p> <p><b>Phase One (P1):</b> Understanding the history of racism: US origins of racism, institutionalization of racism, awareness of personal bias, both implicit and explicit;</p> <p><b>Phase Two (P2):</b> Committing to <b>intentional</b> personal and public change: role-play, active engagement and conversation;</p> <p><b>Phase Three (P3):</b> Creating a parish plan and determining outcomes to be measured; designing follow-up activities to maintain momentum.</p> <p>Opportunities to accomplish this transformation will be accomplished by participants journeying through the three phases of the process:</p> <ol style="list-style-type: none"> <li>1. Attend approved book studies, diocesan-approved institutes/workshops, community workshops to first receive historical and sociological background on the origins and institutionalization of racism. Following this, participants will write a one-page reflection on the impact that the information has had on them, and share with others, face-to-face in at the end of the activity or within a previously determined time frame.</li> <li>2. Actively participate in interactive dialogue and discussion in small groups, using a series of real-world scenarios- a “What Would You Do?” activity. Participants will be required to analyze their decisions and explore the implications of a given action on all parties involved.</li> <li>3. Create an action plan, developing ways to make your parish more intentionally inclusive. This plan should reflect more than just quantity - a number of any group of people - but more importantly, quality as well, meaning that all persons are respected, welcomed to contribute, and be actively engaged in the work of the parish.</li> </ol> <p><b>We encourage parishes to begin development of an action plan once their vestry and clergy have completed Phase One.</b></p>
<p><b>Process:</b></p>	<p>If true reconciliation is to take place, the required courses of study must be structured to facilitate a paradigm shift, moving participants and the church from mere awareness, through self-examination, structural analysis and strategies for systemic change. Only then will skill development begin to grow.</p>



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	<p>As approved by the Diocesan Convention of 2017, EDWM Diocesan Council sets forth this policy and procedure beginning at diocesan convention of 2018, <b>persons running for any elected diocesan positions</b> must have completed an approved course of study on racial reconciliation within the prior <b>three (3) years</b>. While TEC canon requires all seminary students to attend anti-racism training, it will be expected of clergy that they repeat such work every <b>three (3) years</b>.</p> <p>Training &amp; Skill development is:</p> <p><b>COMPULSORY</b> for all clergy and elected lay leaders in the diocese, including the members of Diocesan staff, Diocesan Council, the Standing Committee, the Trustees, the Commission on Ministry, Deputies to General Convention, and Delegates to Diocesan Convention, as well as those in process for ordination to the diaconate or priesthood.</p> <p><b>CRITICAL</b> for paid staff, congregational lay leaders, such as wardens, vestry members, child and adult educators, music personnel, and youth program coordinators.</p> <p><b>RECOMMENDED</b> for all congregants in the Episcopal Diocese of Western Michigan,</p> <p>We are linking fulfillment of the mandatory training and skills development especially to clergy being in good standing. Only ministry personnel in good standing may apply for call, appointments or continued employment.</p> <p><b>Because learning and growing is a journey, not a destination, additional courses for strengthening skills must be completed every three (3) years.</b></p> <p>Satisfactory course approval will be determined by the EDWM Racial Reconciliation Commission and publicized prior to any workshop/presentation or other activity approved by the commission.</p> <p><b>Acknowledgements of participation</b> will be emailed to participants following completion of requirements.</p> <p>Nomination forms for elected positions must include course taken and the year of study.</p> <p>The Diocesan office will maintain a database of persons attending approved courses of study, along with the program identified and date</p>
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	<p>attended. Individuals will be responsible for maintaining a personal record of their three-year compliance.</p> <p><b>Should there be no qualified persons for any electable position, those positions will remain unfilled until qualified persons are identified.</b></p> <p>The Diocesan website will contain schedules of course opportunities sponsored by the diocese and links to other approved programs.</p>
<p><b>EDWM supports for this work:</b></p>	<p>A task force was appointed by the Bishop in the Fall of 2014 in accordance with General Convention resolutions, to discuss how best to follow the requirements of the resolutions. <i>This group, appointed by the Bishop has been reappointed and renamed the <b>EDWM: Commission for Dismantling Racism (CDR) to facilitate this work.</b></i></p> <p>These individuals have been trained by ERACCE – Eliminating Racism &amp; Claiming/Celebrating Equality and CORR - Congregations Organizing for Racial Reconciliation.</p> <p>These individuals are also members of the Lower Peninsula Diversity, Equity &amp; Inclusion Task Force (DEI) of representatives from Michigan, Eastern Michigan and Western Michigan.</p> <p>Ongoing, this commission may be organized into subcommittees that will facilitate the efficiency of the work. The following subcommittees are suggested: training and skills development (includes approval of opportunities), marketing/publicity, prayer and worship, administration, and budget. In addition, the task force committees may want to have a special event committee to oversee an annual celebration or event that uplifts this issue.</p> <p>The CDR welcomes the significant gifts and talents represented in this diocese. To ensure compliance with standards set forth by the commission, parishes, ministries and/or committees electing to sponsor initiatives supporting Beloved Community: Dismantling Racism must receive approval of objectives and content <b>prior to marketing and publication of the event.</b></p> <p>This commission will work to continually identify resources – print, video, current news items - that are available to support the training and skills development.</p>