Greetings Trinity Parishioners,

The Action Plan to Dismantle Racism that follows is a compilation of the effort of the Trinity Task Force to Plan to Dismantle Racism for over ten months (August 2020 to June 2021). Accomplishments include: monthly Trinity Newsletter articles and book reviews; creating an antiracism section of Trinity Library; participation in various local outreach efforts for social change; and antiracism Zoom training for Trinitarians and friends by the Episcopal Diocese of Virginia Minister for Missional Engagement. The Task Force is transitioning to “The Committee for Racial Healing” (CFRH) since an action plan has been reviewed and accepted by Trinity Leadership.

The Action Steps in the plan follow three objectives:

1. Education Objective: To research books, training materials and other resources to raise awareness and equip individuals to dismantle racism. There are five action steps on pages 2 through 6.
2. Communication Objective: To share information about systemic racism and the work to dismantle it. There are four action steps on pages 7 through 10.
3. Mobilization Objective: To take actions to achieve the objectives of “dismantling systemic racism.” There are five action steps on pages 11 through 15.

We encourage you to carefully review the complete Action Plan in the pages that follow and prayerfully consider where you can be participate in this important work. The point of contact is Jean Hunt at email: [dehunt14@msn.com](mailto:dehunt14@msn.com)

God’s peace,

The Committee for Racial Healing

**TRINITY COMMITTEE FOR RACIAL HEALING**

**ACTION PLAN**

**EDUCATION OBJECTIVE ACTION STEPS**

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **A.1. Develop an awareness of the use of language and its racial impact at Trinity through education & training** | Committee for Racial Healing (CFRH) | On-going  1. Anti-racism training – Feb. 2021  2. DoV Minister of Missional Engagement at Sunday services - TBD | Funding for some speakers and training | Limited funding | Director of Christian Education /  Vestry / Ministers Coalition for Social Change (MCSC) / DoV Staff |
| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **A.2. Establish Anti-Racism educational materials on Trinity Website** | Director of Christian Education / CFRH | On-going / Began in Oct. 2020 | None | None | Trinity Webmaster |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **A.3. Include articles on why Anti-Racism is important in Trinity bulletin / flyer, including glossary / definitions (e.g., in Narthex)** | Committee for Racial Healing (CFRH) | December 2021 | Cost of printing | Limited funding / Limited space in Trinity bulletin | Trinity Office Manager |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **A.4. Include awareness of different cultures in newsletter articles** | CFRH | On-going / Already started in Nov. 2020 | None | Limited space in the Trinity Newsletter | Trinity Office Manager |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **A.5. Include books, DvDs, etc., about various cultures and races in Trinity Library** | Trinity Librarians / CFRH | On-going / Began in May 2021 | Funding for books and DvDs / Donations by parishioners | Limited funding / Some parishioners may not participate or take advantage of these resources | Director of Christian Education |

**TRINITY COMMITTEE FOR RACIAL HEALING**

**ACTION PLAN**

**OUTREACH OBJECTIVE ACTION STEPS**

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **B.1. Create an awareness of others’ experiences** | Committee for Racial Healing | On-going / Began in Feb. 2021 | Meeting location | Group Discussions / Book Club Discussions | Parishioners (see Action Item C.2. - Conduct Small Groups to Discuss Stories) |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **B.2. Publish articles in the Trinity Newsletter, FLS, etc.** | CFRH | On-going / Began in Oct. 2020 | None | Limited space in Trinity Newsletter | Trinity Office Manager / *Free Lance Star* newspaper |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **B.3. Post information on Trinity Facebook page (e.g., books, links)** | Committee for Racial Healing | Sep. 2021 | Facebook | Facebook rules | Trinity Webmaster |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **B.4. Develop a Strategic Communication Plan** | CFRH | Dec. 2021 | Booklet / Funding for printing | Limited funding | Task Force Members / Vestry |

**TRINITY COMMITTEE FOR RACIAL HEALING**

**ACTION PLAN**

**MOBILIZATION OBJECTIVE ACTION STEPS**

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **C.1. Continue outreach with other churches and organizations to remove racism barriers** | **Rector / Committee for Racial Healing** | **On-going / Began in Sep. 2020** | **None** | **Volunteers for outreach** | **MCSC / DoV Minister of Missional Engagement / Good Trouble DoV Committee** |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **C.2. Conduct small groups to discuss and learn our stories (i.e., Prayerful Conversations)** | CFRH | 1. Prayerful Conversations – Sep. 2021  Other sessions TBD | Meeting location / Funding / Technology | Funding for Speakers Fees | Vestry / MCSC |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **C.3. Consider additional involvement of Trinitarians (for long-term sustainment)** | Trinity Rector / Committee for Racial Healing | December 2021 | Trinity parishioners | Lack of volunteers for ministry | Parishioners |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **C.4. Establish a budget for Anti-racism efforts (e.g., speakers)** | Committee for Racial Healing | December 2021 | Funding | Limited funding / Resistance to a new program | Trinity Treasurer / Vestry |

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| **Action Step** | **Person(s) Responsible** | **Date to be Completed** | **Resources Required** | **Potential Barriers or Resistance** | **Collaborators** |
| **C.5. Compile a history of Trinity and the Episcopal Diocese of VA (DoV), documenting both complicity in perpetuating racism and white supremacist structures and efforts to support the dismantling of racist structures and practices.** | History Team | January 2024  1. CFRH Historian met with  -Rev. Ben Campbell (4/14/2021)  -Julia Randle, DoV Registrar and Historiographer (6/2/2021) | “History of Trinity” book (CFRH Historian owns the book); other information from various sources | Lack of information needed to complete the action item. | The DoV will supply financial and human resources to support the research, documentation, and compilation of racism in the diocese. |