Resolution NY-E
2025 WNY Diocesan Convention

Originator: Elisabeth Brauza-Hughes
Subject: Require Anti-Racism Training for Church Leaders

Be it resolved, that the Episcopal Diocese of Western New York require that all active clergy (to be defined as those in active ministry within the geographic bounds of this diocese), lay diocesan and church employees, diocesan elected leaders, including Standing Committee members, Diocesan Council members, Trustees, and Deputies and Alternate Deputies to General Convention, congregational lay leaders, including Wardens, Treasurers, Convention Delegates, and Vestry members, and all individuals licensed for lay ministries, complete an approved Anti-Racism/Dismantling Racism course through this or another Episcopal diocese, every three years.

Rationale:
In 2022, General Convention resolution C009 mandated that all General Convention deputies and alternate deputies have received this training within the last 3 years before each General Convention they serve. Our diocesan deputation was not in compliance with this requirement at General Convention in 2024.

Additionally, in 2024, General Convention passed resolution A035, which calls for Model Policies for Racial Reconciliation and Healing be developed no later than September 30, 2025, and that such policies include education every 3 years for all clergy, lay employees, and lay leaders. While these policies were not yet released at the time this resolution was prepared, it is possible that they will have been released at the time of our Convention, and if not, they are expected within a short time after.

This resolution seeks to bring us into compliance with 2022-C009, and anticipates what the policies called for by 2024-A035 will likely ask of us.

Moreover, it calls us to live into our baptismal covenant, to seek and serve Christ in all persons, and respect the dignity of every human being.

While we do not currently offer this training in our diocese, training is available online from the following dioceses, that do accept registrants from outside their dioceses:
- Episcopal Diocese of Southern Ohio
- *Episcopal Diocese of New Jersey
- *Episcopal Diocese of Central Pennsylvania (Stevenson School for Ministry)
- *Episcopal Diocese of Atlanta (Absalom Jones Episcopal Center for Racial Healing)

* denotes a fee for registrants from other dioceses

This is not meant as an exhaustive list, but a starting place until such time as this diocese is again able to offer training here.