

**A Resolution Concerning Anti-Racism Training in the Diocese
For Presentation by Diocesan Council**

Resolved, That the 77th Convention of the Diocese of Rochester mandate an eight-hour Anti-racism Training at one of the offerings in different locations in 2009 for 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 and the members of local search committees; and be it further

Resolved, That the same eight-hour program is strongly recommended for congregational lay leaders, such as wardens, vestry members, child and adult educators, music personnel, and youth program coordinators to attend one of the offerings; and be it further

Resolved, That the present Anti-racism Task Force be dissolved and replaced by an Anti-racism Committee, appointed by the Bishop, to continue the work begun by the Task Force, specifically

- To participate in the Episcopal Church's fourteen-hour (two-day) Training hosted by the Rochester Diocese and led by national church trainers to be held before the end of 2008.
- To develop an eight-hour training based on the fourteen-hour one for use by clergy and lay leaders in the diocese.
- To set up a schedule for the eight-hour sessions in different locations in the diocese to begin in 2009.
- To identify potential trainers.
- To monitor the mandated program for newly elected leaders and new clergy to the diocese, and to keep a record of those who have been trained.
- To review new materials for the training as they become available.

Explanation

In 2007, the 76th Convention of the Episcopal Diocese of Rochester passed a resolution, "On Anti-racism Training," that asked the Bishop and Diocesan Council "to prepare a plan to bring the Diocese into compliance with the 73rd General Convention Resolution 2000-BO49," which mandates anti-racism training of lay and ordained leadership of the Episcopal Church. In response to this diocesan resolution, Bishop Jack McKelvey appointed eight members to an Anti-racism Task Force whose mission included developing an Anti-racism training program, determining who should receive this training, and recommending a timetable and long-term continuation of the program.

Although the Episcopal Church (TEC) recommends a fourteen-hour anti-racism training program, the Task Force has decided that we would mandate a shorter version for our clergy and lay leaders in recognition of the heavy time commitment these leaders already would be engaged in. The task force members (or the newly formed committee) will participate in the fourteen-hour program, adapt it to eight hours, and prepare the identified trainers by 2009.

Since this process of preparing and maintaining a program will take at least the whole next year and beyond, it is more appropriate that a committee rather than a time-specific task force be commissioned for this on-going work.



Resolution Number: 1991-D113
Title: Address Institutional Church Racism in the Next Three Triennia
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, the House of Bishops concurring, **That the Episcopal Church spend the next three triennia addressing institutional racism inside our Church and in society, in order to become a Church of and for all races and a Church without racism committed to end racism in the world, and that greater inclusiveness become one of the Episcopal Church's primary strategies for evangelism.**

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 382.



Resolution Number: 2000-B049
Title: Require Anti-Racism Training
Legislative Action Taken: Concurred as Substituted
Final Text:

Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training and receive certification of such training; and be it further

Resolved, That the Executive Council select and authorize appropriate programs that will be used at the national level; that each province select and authorize appropriate programs that will be used at the provincial level; and that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further

Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further

Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter, and the Council report on this information to the 74th and 75th General Conventions.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 603.

* FINAL VERSION - Concurred

Resolution: **A142**
Title: **To Recommit to Being Anti-Racists for the Next Three Triennia (Until 2018)**
Topic: **Racism**
Committee: **10 - Social and Urban Affairs**
House of Initial Action: **Bishops**
Proposer: **Executive Council Committee on Anti-Racism**

Resolved, The House of Deputies concurring, That The Episcopal Church recommit and declare itself to be dedicated to continuing to work against the sin of racism and be it further

Resolved, That the Office of Anti-Racism and Gender Equality continue to design and deliver anti-racism, classism and ethnic discrimination training that examines factors and circumstances which maintain racism, classism and ethnic discrimination in the Church and in civil society; and be it further

Resolved, That all dioceses and provinces receive anti-racism training if they have not already done so or renew training that has been previously taken; and be it further

Resolved, That dioceses and provinces develop programs and ministries to dismantle and eradicate structures of racism, both internally and externally, and integrate the practices of anti-racism into their ongoing life and be it further

Resolved, That the Anti-Racism Committee of Executive Council develop a monitoring and reporting process for the dioceses, and that dioceses make annual reports to the Anti-Racism Committee of Executive Council.

EXPLANATION

We would lift up to this convention the principles of an ecumenical organization of which The Episcopal Church is a member, Churches Uniting in Christ (CUIC). This organization, which consists of nine Protestant denominations working in the spirit of collaboration and cooperation, has identified the sin of racism as the chief impediment to Christian collaboration and unity. CUIC has asked that we hold ourselves and each other accountable for eliminating racism in our churches and in civil society. We think that it is essential to continue to lift up these two key points if we are to create the "beloved community" of which Dr. Martin Luther King, Jr. spoke:

- " We are to name racism as a sin; and
- " We are to hold each other accountable for its elimination.

Therefore, we want to pledge ourselves to continue to name and shine the light of Christ on all of those places where racism and other forms of oppression still exist and to hold ourselves and our sisters and brothers in Christ and all of the faith and secular communities accountable for our individual, collective, and institutional acts of both courage and cowardice, acknowledging that our faintheartedness and our refusal to confront evil and, wherever and whenever it exists, denigrates our professed love for Jesus and the imperative of the Gospel.