

Responses to Questions and Comments from Diocesan Convention

The Racial Justice Commission presented an update on its first year of work during Diocesan Convention November 13, 2021. A portion of that presentation was recorded and [is available online](#). During the presentation, attendees were invited to use the Zoom chat feature to ask questions of the commission, make comments on what they were hearing, and offer to become more involved with specific aspects of the work. The commission promised to follow up with responses to each question and comment. Those responses are offered in the chart below.

The comments and questions are arranged according to which subcommittee they seemed directed (or in the case of the first set below, general comments to the full commission). For more information, contact commission co-chair, the Rev. Noble Scheepers at noble23r@gmail.com. (The commission's other co-chair, the Rev. Natalie Thomas, is currently on maternity leave until March 2022.)

| SC | Subcommittee (or full commission) | Comments, questions from Convention chat | Response from Racial Justice Commission |
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| 0 | Racial Justice Commission | 11:24:11 From Bonnie St. Stephen's Lynn: That was a beautiful prayer. How can we find a copy of it? | https://docs.google.com/document/d/1-DcafWVzfXxbK0dRkEkk-PKI9LZ_jzwHNIjP0Qqr_1o/edit |
| 0 | Racial Justice Commission | 11:24:54 From Isaac Martinez (he/him): I am so grateful for the incredible truth-telling from all angles in this report. | Thank you. Please keep our commission and our subcommittee members in your prayers as we move forward. |
| 0 | Racial Justice Commission | 11:25:19 From Becky Gettel: Will this presentation be available to us after today, both to refer to and to share with our communities as we plan our own way forward? | https://www.youtube.com/watch?v=mK9ewyZ9h2w&list=PL3CmsuRCQggOhs8LoqpkMlfWqq2xHMTC5&index=6 |
| 0 | Racial Justice Commission | 11:25:22 From Céleste Kracke: When are the various subcommittees meeting? What kind of involvement are we being invited to? | Most subcommittees meet about once a month, with additional work done by individuals or working groups between meetings. Some subcommittees are also now recruiting individuals to join a task-specific working group not requiring participation at subcommittee level. For more on a specific subcommittee's work and needs, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 0 | Racial Justice Commission | 11:25:29 From anncollins: How do we align our congregation's racial justice work with what the diocese is offering? How do we best follow the workings of the committee? | There are many paths into this work; it's possible for a congregation to choose a specific area of the Racial Justice Commission (for example, looking at your own financial structures and systems) and then use the tools that the subcommittee on just financial resources puts out to direct your work. The best way to do this would be to identify what subcommittee your congregation is drawn to and then to reach out to the co-chairs, you can find their e-mails on the website . |

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| | | | As far as staying up to date on the RJC work as a whole, we put out regular updates in the E-news and FYI . We are also working to develop streams of communication that go through deaneries - expect this to happen in 2022. |
| 0 | Racial Justice Commission | 11:26:21 From Lise Hildebrandt: Forming anti-racist, pro-climate justice Episcopal communities (they are intimately connected). Anyone interested in embodied anti-racist and climate justice practices? | The Racial Justice Commission looks forward to keeping abreast of the diocesan work around climate justice and creation care and opportunities for that work to intersect with the work of our subcommittees over time. |
| 0 | Racial Justice Commission | 11:26:28 From Kevin Miller: Advice for parishes just starting this work? | Remember this is long work! It's not something that a parish can do in a year or even ten years, so the best thing to do is build a solid foundation for the work. Maybe this starts with working with an outside facilitator (the subcommittee on forming anti-racist parishes might be able to help identify someone) and having an honest conversation about how people in your parish are feeling about the work of racial justice. We also recommend forming a small group of parishioners who want to steward this work within the congregation. They can help identify the first steps for your congregation, and people from subcommittee on parishes would be happy to talk to you! |
| 0 | Racial Justice Commission | 11:26:39 From Norm: how will critical race theory (and its distortions) be addressed? | To date, critical race theory has not come up in any of our work. As the work evolves, if particular questions related to this field of study and its relevance to our work arise, we will address those questions at that time. |
| 0 | Racial Justice Commission | 11:26:44 From Anita Milham: Are you looking for individual or parish involvement? What are the time commitments? | Both! Our work is taking place at three levels - we are addressing diocesan structures and systems, supporting parishes to do the work in their context and supporting individuals who see themselves as leaders for racial justice. We welcome contact from any individuals who are interested in joining one of our subcommittees. The time commitments for the different subcommittees vary, most of the teams meet at least monthly and people do a few hours of work outside of meetings during the month. We are trying to create a culture of work that is sustainable. |
| 0 | Racial Justice Commission | 11:27:04 From Brett Johnson: Thank you for your terrific coordination of our large diocese. Please do share the prayer from Bishop Tutu. I am curious how the Systems & Structures and Financial Resources subcommittees are connecting. | The full Racial Justice Commission, made up of all of the subcommittee co-chairs, meets monthly and provides opportunities to keep each other up to date and highlights where our work aligns. For the prayer, see https://docs.google.com/document/d/1-DcafWVzfXxbkOdRkEkk-PKI9LZ_jzwHNIjP0Qqr_1o/edit |
| 0 | Racial Justice Commission | 11:28:29 From All Saints North Shore: I am curious about how we can do this work | YES! We are too! We are working as an RJC to make sure to nurture natural overlaps between the different subcommittees. |

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| | | interdependently in all five categories....having a collaborator (s) enjoins us and encourages us!!! | We are also hopeful that the health situation will make an in-person gathering of all subcommittees possible in 2022. |
| 0 | Racial Justice Commission | 11:29:10 From christine white: Where did," Sacred Ground", play a part in your group | We haven't used Sacred Ground as a commission, but we have suggested it as a resource to parishes - see the subcommittee on forming anti-racist parishes for more information. |
| 0 | Racial Justice Commission | 11:29:39 From Sherri Dottin-St. Bartholomew Church: How can we address the misinformation on the CRT? | We recommend starting with a theological lens, the book <i>Radical Reconciliation</i> by Allan Boesak and Curtiss Paul DeYoung presents the argument for why Christians must be involved in the work of repairing the world. This isn't to say you need to ignore CRT but rather that it needn't be the foundation in a Christian tradition - the Gospel sets us up to do far more radical things than CRT. In terms of speaking to CRT critics, we recommend working with facilitators to develop their level of being able to "sit with discomfort" in the work, rather than trying to convince people something is "right or wrong." |
| 0 | Racial Justice Commission | 11:26:44 From Anita Milham: Are you looking for individual or parish involvement? What are the time commitments? | We will be in touch with individuals as opportunities in our work arise. In the meantime, feel free to contact any of the co-chairs, listed on the diocesan website. https://www.diomass.org/racial-justice-commission |
| 0 | Racial Justice Commission | 11:32:28 From Marshall Keys: I am fully committed to racial Justice. I am uncomfortable with the negativity of the phrase "anti-racist. I assume you considered this issue and would love to know how the committee cMeto the language you use. | Thanks for your honesty, Marshall. Overall, we are the Racial Justice Commission because that's what we are pursuing as a church and as a commission. However, when it came to subcommittee five, we wanted to claim the fact that our parishes, congregations, and communities needed to be actively anti-racist. This phrase comes from Ibram X. Kendi - you can learn more about it in his book <i>How to be an Antiracist</i> |
| 0 | Racial Justice Commission | 11:33:25 From Lori Mills-Curran: Natalie: Great presentation! Can you attend to the beginner in this work? There has to be a place for people to get started. (The use of the term BIPOC in the video without defining it is a good example of something all might not know.) Also, can you attend to the economic aspects of this work? There is really a perception out there that the narrative about anti-racism work is controlled by the privileged. The people who I know who most need this work (working class white people) | (in terms of the beginner, see response to Kevin Miller, above) This question raises an important issue. It is easy to turn racial justice work into academic work that is owned by a certain group of people. This is so harmful and is real experience that we need to shift. We have to remember that the conditions in which racism manifests- inequitable pay, unfair access to opportunities by certain people groups, undervaluing contributions people make to society - impact working class people and people of color. What helps break through that is in building the courage to say, my experience can be a gateway to |

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| | | <p>have felt really dismissed by the diocesan efforts so far. 11:36:44</p> <p>From Lori Mills-Curran: Natalie: Just to clarify - We have to have a place not where people get tools for anti-racism; there has to be a place where people can be hear an invitation to the work without judgment meeting them at the door.</p> | <p>understanding racism, rather than creating some form of competition between the two groups. Dr. William Barber's approach to building a cross-class and cross-race movement around specific issues seeks to remedy this. Maybe a good way to start is to look at the systems that are oppressing working class people, then to begin to think: how might this be a similar experience, or a compounded experience, for people of color.</p> <p>We also recommend developing a spiritual and theological commitment to the work of racial justice that is a foundation for the community - rather than an academic foundation.</p> |
| 0 | Racial Justice Commission | <p>11:37:04 From Cara Rockhill: @marshall, please read this book: https://www.ibramxkendi.com/how-to-be-an-antiracist</p> | |
| 0 | Racial Justice Commission | <p>11:38:52 From Andi Taylor St. David's: Is Western MA Diocese also working on RJC work with our diocese?</p> | <p>Not at this moment but great idea, so glad you put it out into the space!</p> |
| 0 | Racial Justice Commission | <p>J Janine Whitter Which sub committees need support? Happy to assist with the commission.</p> | <p>We will be in touch with individuals as opportunities in our work arise. In the meantime, feel free to contact any of the co-chairs, listed on the diocesan website. https://www.diomass.org/racial-justice-commission</p> |
| 0 | Racial Justice Commission | <p>11:25:35 From Jenn Paiva: If we are a community that is just starting this work, what is the best place to start?</p> | <p>Remember this is long work! It's not something that a parish can do in a year or even ten years, so the best thing to do is build a solid foundation for the work. Maybe this starts with working with an outside facilitator (the subcommittee on forming anti-racist parishes might be able to help identify someone) and having an honest conversation about how people in your parish are feeling about the work of racial justice. We also recommend forming a small group of parishioners who want to steward this work within the congregation. They can help identify the first steps for your congregation, and people from subcommittee on parishes would be happy to talk to you!</p> |
| 0 | Racial Justice Commission | <p>11:27:54 From Kristine Twombly: Great Presentation!! 😊😊</p> | <p>Thank you. Please keep our commission and our subcommittee members in your prayers as we move forward.</p> |
| 1 | Accountable Structures and Practices | <p>(# 1& #5) 11:25:44 From Amy McCreath: Anti-racist hiring practices and anti-racist worship (cathedral will be working on an anti-racist customary)</p> | <p>We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission)</p> |
| 1 | Accountable Structures and Practices | <p>11:25:53 From Beth Grundy: I've spoken to Bp Harris about Racial Justice Commission and am especially interested in helping with Systems and</p> | <p>We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission)</p> |

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| | | Structures and Reparations - but wherever I can be most useful! | |
| 1 | Accountable Structures and Practices | 11:26:13 From Jer: Where can I sign up for Systems and Structures? | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 1 | Accountable Structures and Practices | (#1 and #5) 11:26:54 From Cara Rockhill: I'm interested in systems and structures, and also wondering if there are any resources for congregations who don't believe they are "there yet"? | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 1 | Accountable Structures and Practices | 11:28:02 From Katherine Paradise: Since so many are responding to #5, I would also be open to #1 Systems and Structures | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 1 | Accountable Structures and Practices | 11:28:13 From Brett Johnson: #1 | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 1 | Accountable Structures and Practices | (#1 and #5) 11:28:13 From Lauren Lukason: Thank you all for your work and leadership. I would like to connect with the Systems and Structures and Forming Anti-Racist Episcopal Communities subcommittees. | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 1 | Accountable Structures and Practices | 11:28:40 From Manty Shongwe: I and keen on joining Systems and Structures | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 1 | Accountable Structures and Practices | 11:29:21 From Adrian Robbins-Cole: I am interested in the Systems and Structures subcommittee | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 2 | Resource Allocation | (#2 and #4) 11:26:08 From Paul Shoaf Kozak: How does the RJC intend to invite Diomass to interrogate our current endowment system of money making, a system founded on and tied to labor exploitation? | The RJC Subcommittee on Financial Systems will be reviewing all aspects of the financial systems of the diocese. |
| 2 | Resource Allocation | (#2 and #3) 11:27:34 From Catherine Smith: I'm interested in the financial resources work | The RJC Subcommittee on Financial Systems will be meeting with the subcommittee on BIPOC communities and will continue to meet with the subcommittee on reparations to discuss and coordinate audit outcomes. |

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| | | - esp. where it intersects with support of BIPOC communities. | |
| 2 | Resource Allocation | 11:29:04 From Paul Shoaf Kozak: I am interested in #2 - Financial Resources and Systems | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 | Support for BIPOC Communities and Individuals | 1:25:16 From Kevin Miller: Support of BIPOC Communities and Individuals | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 | Support for BIPOC Communities and Individuals | 11:25:18 From Rowan Larson: Are the statistics of ordinations inclusive of non-black BIPOC? | Yes. |
| 3 | Support for BIPOC Communities and Individuals | 11:27:04 From Elise Feyerherm: I would like to know how to support seminarians of color, particularly at BU School of Theology, and perhaps integrate the Racial Justice Commission's work into my work at BU. | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 | Support for BIPOC Communities and Individuals | (#2 and #3) 11:27:34 From Catherine Smith: I'm interested in the financial resources work - esp. where it intersects with support of BIPOC communities. | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 | Support for BIPOC Communities and Individuals | (#3 and #5) 11:27:55 From Andi Taylor St. David's: St. David's would like to engage with #3 and #5 | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 | Support for BIPOC Communities and Individuals | 11:27:59 From Denise Ann Shea: As the diocese becomes more diverse--I'm interested in the work of supporting BIPOC both in community and individuals | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 | Support for BIPOC Communities and Individuals | 11:29:31 From Mark Weiler: Support for BIPOC communities - The preconvention screening of A Reckoning in Boston and Conversation was fabulous | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 | Support for BIPOC Communities | 11:29:34 From St. Luke's Church Fall River: I would be interested in learning more about the historically black | This webpage https://www.diomass.org/immigration-multicultural-ministries gives the list of those churches and links to their websites. For more on this coalition, contact The Rev. Canon Jean Baptiste Ntagengwa at jbntagengwa@diomass.org . |

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| and Individuals | parishes. My church is in South Coast and I am not very familiar with the Boston area parishes. Could there be some way to learn about each one, in some sort of online format? | |
| 3 Support for BIPOC Communities and Individuals | 11:34:27 From Betsy Ridge Madsen: Im most interested in helping with BIPOC support group | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, any help you can offer in connecting us with BIPOC members in predominately white congregations would be greatly appreciated. Feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 Support for BIPOC Communities and Individuals | 11:35:04 From Hilary V. Greene she/hers: I'd like to help put with the BIPOC support group | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, any help you can offer in connecting us with BIPOC members in predominately white congregations would be greatly appreciated. Feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 3 Support for BIPOC Communities and Individuals | L Lisa Faber Ginggen I would love to get involved in sub-committee 3: Support of BIPOC communities and individuals | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, any help you can offer in connecting us with BIPOC members in predominately white congregations would be greatly appreciated. Feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 4 Reparations | 11:24:24 From Amy Enright: How do parishes get the toolkit? | https://www.diomass.org/reparations-toolkit |
| 4 Reparations | 11:24:50 From Pam Werntz (she/her): is the Reparations Tool Kit on the DioMass website? | https://www.diomass.org/reparations-toolkit |
| 4 Reparations | 11:25:57 From Kristine Twombly: How does our Parish get access to the toolkit? | https://www.diomass.org/reparations-toolkit |
| 4 Reparations | 11:25:57 From St. Luke's Church Fall River: Please tell us how to get access to the reparations toolkit. Is it the expectation that parishes will engage with this toolkit on their own or will there be an effort to bring in deaneries or other parish groupings? I am interested in working through the toolkit with others in my | https://www.diomass.org/reparations-toolkit is offered as a resource and we suspect that how it will be used will vary according to different contexts. The Subcommittee on Reparations is a resource to help think through this question in your context. Perhaps as a group of parishes working as companions as they look into their own stories? contact us at reparations@diomass.org |

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| | | area (South Coast Mt Hope Buzzard's Bay Deanery). | |
| 4 | Reparations | 11:26:03 From Elizabeth Jordan: How can we access the toolkit? | https://www.diomass.org/reparations-toolkit |
| 4 | Reparations | (#2 and #4) 11:26:08 From Paul Shoaf Kozak: How does the RJC intend to invite Diomass to interrogate our current endowment system of money making, a system founded on and tied to labor exploitation? | We have acquired the list of holdings and will be looking into this question in partnership with the Subcommittee on Finances--and we are happy for help on this. Contact us at reparations@diomass.org |
| 4 | Reparations | 11:26:21 From Jennifer Beal, St Anne's NBillerica: Thank you for emphasizing the incomplete, journey, and to-be-adjusted nature of all of this work. My parish was worried that reparations were being asked to be funded right now! | Let us know if your congregation would like to have us come talk with you all this year as part of our diocese's "year of study," as called for by Convention resolution. Contact us at reparations@diomass.org . |
| 4 | Reparations | (#4 and #5) 11:26:54 From Malia Crawford she/her Our Saviour Arlington: I'm interested in Forming Anti-Racist Communities and the work regarding reparations | Let us know if your congregation would like to have us come talk with you all this year as part of our diocese's "year of study," as called for by Convention resolution. Contact us at reparations@diomass.org . |
| 4 | Reparations | 11:27:21 From Isaac Martinez (he/him): I look forward to the RJC turning its attention to reparations to our Native American siblings for the genocide committed in our name | Studying this issue and coming to the 2022 Convention with a recommendation is one of the major tasks our subcommittee has set before us this year. |
| 4 | Reparations | 11:28:32 From St. Luke's Church Fall River: Question from Carol Friar St. Luke's Fall River delegate: Please say more about financial resources, where would they come from, who would they go to, and what would they be used to support. | We will be further studying the models but suspect that the Diocesan Reparations Fund will come from current diocesan holdings, with parishes and individuals invited to add to it. As called for in the 2021 reparations resolution, distributions "should give priority to making investments in long-term change and empowerment" and that payments "should be considered to both individuals and organizations." |
| 4 | Reparations | 11:28:46 From George Chapman: While persons of African descent formed the overwhelming majority of enslaved people in Massachusetts they were not the only ones. Those Native | Studying this issue and coming to the 2022 Convention with a recommendation is one of the major tasks our subcommittee has set before us this year. |

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| | | People who survived what we call King Phillip's War were enslaved and sold - mostly to the sugar plantations of the Caribbean | |
| 4 | Reparations | (#4 and #5) 11:29:08 From Carol Morehead, Grace Medford: 4 and 5 | Please reach out to us at reparations@diomass.org |
| 4 | Reparations | 11:29:17 From Andrew Butz-Trinity Randolph: Once the reparation sub-committee begins to receive reparation payments from the parishes who were deemed to have been a part of this nation's "blight" of slavery in their history, how will that money be used? will it benefit the historically black parishes? | Each parish needs to do its own work of uncovering the economic benefits they have received from slavery, either directly or indirectly from wealth and other power gained over generations of accumulated benefit. As called for in the 2021 reparations resolution, distributions "should give priority to making investments in long-term change and empowerment" and that payments "should be considered to both individuals and organizations." |
| 4 | Reparations | 11:29:30 From Deb Warner: Reparations | Please reach out to us at reparations@diomass.org |
| 4 | Reparations | 11:29:36 From iPhoneBarbara Smith-Moran: I want to know more about the reparations subcommittee | Please reach out to us at reparations@diomass.org |
| 4 | Reparations | 11:30:55 From Nathan Ives: As a colonial era parish, these resources are so needed as we search for truth about our past and discern how we can leverage our present resources to effect positive change. Thank you! | Thank you for the important work you are beginning. Let us know if we can be of assistance as you work through the process. |
| 4 | Reparations | 11:32:09 From Thomas Phillips: Chelsea....please add the following question "What is the timeline to develop and implement the reparations strategy?" | Using 2022 as a year of study across the diocese and "create the means by which the descendants of enslaved Africans and their communities across and within the Diocese of Massachusetts will be empowered to develop funding priorities, funding strategies and decision-making structures in 2023 so that distribution of monies begins in 2024 from the Diocese of Massachusetts Reparations Fund," as called for in the 2021 resolution. |
| 4 | Reparations | 11:40:41 From Margot C (she/her/hers): The first documented enslaved peoples in my community were indigenous peoples; will RJC be looking at resources specifically addressing this history and reparations as well? | Studying this issue and coming to the 2022 Convention with a recommendation is one of the major tasks our subcommittee has set before us this year. |

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| 4 | Reparations | Katie Rimer Could you flesh out what reparations at the parish and diocesan level would look like? I'm excited about this possibility, and need some help understanding how that might work. | We will be further studying the models but suspect that the Diocesan Reparations Fund will come from current diocesan holdings, with parishes and individuals invited to add to it. |
| 4 | Reparations | Lisa Faber Ginggen The toolkit looks great. I'm wondering how much collaboration happens in dioceses throughout the US in the sharing around these resources? | We have been and continue to be in conversation with dioceses doing similar work around reparations--some are ahead of us, some in the same place--and through The Episcopal Church are being introduced to parishes across the church. TEC is compiling resources (https://www.episcopalchurch.org/ministries/racial-reconciliation/resources/) and we have been told that our diocese's toolkit will be added soon. Of course, there can always be more collaboration and communication--and there is never enough time, is there. |
| 5 | Fostering Antiracist Episcopal Communities | 11:24:01 From Laura Dike: What was the organization that the Northshore Deanery brought in to do their program? | The North Shore Deanery worked with the Mission Institute's Liberating Ourselves from Racism flagship program. |
| 5 | Fostering Antiracist Episcopal Communities | 11:24:43 From Tara Soughers: I would like to be involved with a subcommittee. I think that I would probably be most helpful in subcommittee 5. | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:25:20 From Laurie Rofinot: #5 Forming anti racist episcopal communities (Interim at Holy Nativity Weymouth) | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:25:31 From Laura Dike: To become more involved in Forming Anti-Racist Episcopal Communities | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:25:32 From Kevin Miller: Forming Anti-Racist Episcopal Communities | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:25:35 From Dave Fredrickson (he/his): It would be interesting to learn more about the North Shore Deanery's Anti Racism training and how that might be replicated in other deaneries. | The North Shore Deanery worked with the Mission Institute's Liberating Ourselves from Racism flagship program. If you would like to learn more about how to replicate that, we could put you in touch with the member of our subcommittee who helped coordinate the program. |
| 5 | Fostering Antiracist Episcopal Communities | (# 1& #5) 11:25:44 From Amy McCreath: Anti-racist hiring practices and anti-racist worship (cathedral will be | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |

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| | | working on an anti-racist customary) | |
| 5 | Fostering Antiracist Episcopal Communities | 11:26:04 From Deborah Gardner Walker: The North Shore Deanery brought in the Mission Institute's Liberating Ourselves from Racism flagship program. | |
| 5 | Fostering Antiracist Episcopal Communities | 11:26:06 From Laurie LaBrecque: How does a parish form an anti racist community? | The first step is to begin conversations within your parish about racism and how it impacts your community. Our subcommittee plans to share more resources in the spring that will help you determine the best starting point for those conversations and then support you in beginning them. Stay tuned! |
| 5 | Fostering Antiracist Episcopal Communities | 11:26:12 From Dicky Allison: Forming Anti-Racist Episcopal Communities | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:26:26 From Katherine Paradise: Forming Anti-Racist Episcopal Communities | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:26:26 From william Asadoorian: I would like to get more info on number 5 forming anti-racist episcopal communities | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | (#1 and #5) 11:26:54 From Cara Rockhill: I'm interested in systems and structures, and also wondering if there are any resources for congregations who don't believe they are "there yet"? | Our subcommittee is currently exploring formation resources to share with congregations, and plans to share more in the spring. We also recognize that liberating ourselves from racism is a long-term commitment, and hope to identify a variety of resources for all stages of the journey. In the meantime, this preview list of resources we're collecting may be helpful: https://docs.google.com/spreadsheets/d/1ZZUASFNe14u2zrkxbxix08xLhZmxKnF7BoUDE- uqV0/edit?usp=sharing |
| 5 | Fostering Antiracist Episcopal Communities | (#4 and #5) 11:26:54 From Malia Crawford she/her Our Saviour Arlington: I'm interested in Forming Anti-Racist Communities and the work regarding reparations | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:27:02 From Good Shepherd host: #5- forming anti-racist communities | Feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:27:11 From Elizabeth Jordan: I'd be interested in talking with you about exploring an interface between | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |

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| | | the Sacred Ground program and some of this work. | |
| 5 | Fostering Antiracist Episcopal Communities | 11:27:29 From David Bigley: So grateful for and impressed by the work of this group. I would be especially interested in the work of, and guidance for forming an ANTI racist community. Thanks | Our subcommittee is currently exploring formation resources to share with congregations, and plans to share more in the spring. We also recognize that liberating ourselves from racism is a long-term commitment, and hope to identify a variety of resources for all stages of the journey. In the meantime, this preview list of resources we're collecting may be helpful: https://docs.google.com/spreadsheets/d/1ZZUASFNe14u2zrkxbxix08xLhZmxKnF7BoUDE- uqV0/edit?usp=sharing |
| 5 | Fostering Antiracist Episcopal Communities | 11:27:36 From Jen Vath: Forming Anti-racist Episcopal Communities | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | (#3 and #5) 11:27:55 From Andi Taylor St. David's: St. David's would like to engage with #3 and #5 | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | (#1 and #5) 11:28:13 From Lauren Lukason: Thank you all for your work and leadership. I would like to connect with the Systems and Structures and Forming Anti-Racist Episcopal Communities subcommittees. | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:28:16 From Karen Hotte (she/her): Do you recommend using the Sacred Ground curriculum in our parishes? | Our subcommittee is currently exploring formation resources to share with congregations, and plans to share more in the spring. We also recognize that liberating ourselves from racism is a long-term commitment, and hope to identify a variety of resources for all stages of the journey. In the meantime, this preview list of resources we're collecting may be helpful: https://docs.google.com/spreadsheets/d/1ZZUASFNe14u2zrkxbxix08xLhZmxKnF7BoUDE- uqV0/edit?usp=sharing |
| 5 | Fostering Antiracist Episcopal Communities | 11:28:59 From Pamela Alleyne: The NS Deanery is doing a good job with racism | |
| 5 | Fostering Antiracist Episcopal Communities | (#4 and #5) 11:29:08 From Carol Morehead, Grace Medford: 4 and 5 | We will be in touch with individuals as opportunities in our specific subcommittee's work arise. In the meantime, feel free to contact any of the co-chairs, all listed on the diocesan website. (https://www.diomass.org/racial-justice-commission) |
| 5 | Fostering Antiracist Episcopal Communities | 11:29:11 From Bonnie St. Stephen's Lynn: Does the Diocese have a suggested reading list for racial justice education, enlightenment, and possible discussion in anti-racist groups? | Our subcommittee is currently exploring formation resources to share with congregations, and plans to share more in the spring. We also recognize that liberating ourselves from racism is a long-term commitment, and hope to identify a variety of resources for all stages of the journey. In the meantime, this preview list of resources we're collecting may be helpful: https://docs.google.com/spreadsheets/d/1ZZUASFNe14u2zrkxbxix08xLhZmxKnF7BoUDE- uqV0/edit?usp=sharing |

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| 5 | Fostering Antiracist Episcopal Communities | 11:29:16 From Joanne Crispin: A friend in the Atlanta diocese does anti racist training. Is that the same as what the North Shore deanery did? | Our understanding is that the Diocese of Atlanta requires anti-racism training for leaders through the Absalom Jones Center for Racial Healing (led by Dr. Catherine Meeks, one of the Friday keynote speaker s at Convention). The North Shore Deanery's program was through the Mission Institute, an anti-racism organization started in the Diocese of Massachusetts which now has done work across The Episcopal Church. |
| 5 | Fostering Antiracist Episcopal Communities | 11:30:58 From Bonnie St. Stephen's Lynn: Does the Diocese have a suggested reading list on racial justice issues? | Our subcommittee is currently exploring formation resources to share with congregations, and plans to share more in the spring. We also recognize that liberating ourselves from racism is a long-term commitment, and hope to identify a variety of resources for all stages of the journey. In the meantime, this preview list of resources we're collecting may be helpful: https://docs.google.com/spreadsheets/d/1ZZUASFNe14u2zrkxbxix08xLhZmxKnF7BoUDE- uqV0/edit?usp=sharing |