

Report of the Anti-Racism Commission to the 220th Diocesan Convention

The Anti-Racism Commission (ARC), through the Anti-Racism Team (ART), has continued throughout 2003 to make advances on each of its Five Year Goals, adopted by Diocesan Council in September 2001. This report will highlight some of the significant gains made in the past report year.

Anti-Racism Training is a major path toward the 20 Year Vision for the Diocese of New Jersey. To this end, the Anti-Racism Commission advanced the development of Team II in its journey of ten days of training. Team II, comprised of 18 people, completed its training in February and will now fully merge with Team I, to continue the work of the Anti-Racism Team. The two teams have been meeting and attending team-training sessions together since September 2002.

The Anti-Racism Team has completed training sessions for parishioners in six more parishes in 2003. Since April 2002, there have been 13 parish-training sessions. The ART has implemented the process of institutionalizing training for diocesan leadership by conducting training sessions for Diocesan Staff and the combined audience of Diocesan Council, Standing Committee and the Cathedral Chapter. Additionally the team provided a workshop at the Equipping the Servant Conference, this past fall.

At the time this report was being prepared, the Team was negotiating with the Diocesan Deployment Office to provide training to 17 parish search committees and vestries in the search process. An invitation has also been received to schedule training for new clergy and the Deacons Training Program. There are also 9 additional parishes with which schedules are being negotiated for Anti-Racism Training, as well as spring 2004 training for Diocesan Staff and other leadership from across the Diocese.

At last year's convention, the ART staffed a booth at convention to provide information to interested attendees and an opportunity to sign-up parishes interested in visits and anti-racism training. Additionally, the booth provided the opportunity for individuals to sign-up as potential recruits for ART. These sign-up opportunities continue to be beneficial to ART and to the work of the Commission by providing additional venues for anti-racism training sessions in parishes and with committees and programs within the diocese. An example is the ongoing of presentation and discussion at chapter meetings of The Sisters of St. Helena, Vails Gate.

The training most frequently provided to parishes and diocesan organizations is a 90-minute workshop, presented by ART, **Ending Racism in the 21st Century**. These workshops introduce participants to an analysis of systemic racism. It connects the biblical/theological or spiritual/philosophical roots of an institution to anti-racism. It promotes understanding, affirmation and institutional support for the development of the team. It is for use within parishes or with committees/commissions and Diocesan staff. The model is expandable to a 3-hour workshop or a full day. Throughout the foregoing training activities, the agreed to definition of racism- **Racism equals race prejudice plus misuse of power by systems and institutions**, -remains at the core of the focus of the ARC/ART's work.

The Twenty-Year Vision, Five-Year Goals and Two-Year Objectives adopted by Diocesan Council in September 2001 year continue to serve as milestones on which the future work of the Commission and Team is based and measured. The 20 Year Vision is below.

Our Twenty-Year Vision for the Diocese of New Jersey

The Diocese of New Jersey is recognized as a part of the Body of Christ because its congregations joyfully celebrate their anti-racist, multicultural, embodiment of Christ's love.

The Diocese provides intentional leadership in dismantling racism in the wider community by modeling the sharing of power and mutual respect, among all people, at all levels of diocesan life. Its mission, structures, policies and practices are used to perpetuate an anti-racist identity.

The Diocese's anti-racist way of living together through its values of justice and equality is seen as a model for change and a sign of hope.

The Anti-Racism Commission has met with Bishop Cancell to assure the alignment of the purpose and mission of the commission with his vision and mission of the anti-racism work within the Diocese of New Jersey.

The ART's focus during 2003 was to get more anti-racism training completed at the parish level in order to facilitate rebuilding the Team's human resources in order to continue to pursue all our objectives. The establishment of Team □□ is an indication of our success through the parish level training. And, we have completed this year's training of the Diocesan Council, Standing Committee and many parishes groups. We also issued a set of Anti-Racism Training Guidelines for use by parishes that want to provide anti-racism training to their members but when choosing not to use the training of ART. The guidelines are grounded in the relationship between an anti-racism analysis and our theological and spiritual roots.

Other Anti-Racism Commission/Anti-Racism Team Accomplishments:

While we have made very good progress on two of the more visible Five Year Goals related to training and leadership development, work is advancing in the other five, less visible goal areas:

The Analysis Sub Team of ART has completed a census of the diocese to set a baseline against which to measure changes, and has begun a census of diocesan committees for analytic purposes.

The History Sub Team has made great strides in gathering and cataloguing key information relative to the diocese and racism/anti-racism. They still have much work to do before being able to "publish" the archive they have been creating.

Through collaboration with the Union of Black Episcopalians, Black Clergy Caucus, Hispanic Commission and other identified diocesan organizations representative of people of color, we are working to establish a means by which the ARC/ART is accountable to people of color –getting feedback, reporting progress, and taking corrective action.

Members of our team also served on committees that planned the Bishop's consecration service to assure multiculturalism in all aspects of service. And our Chaplaincy Task Force gathered and disseminated liturgical materials for use in our parishes.

Two objectives in 2004 for the Anti-Racism Commission and Team are to:

1. Increase the number of people of color who complete the 90-minute workshops and more advance training, such as the 2 or 3 day workshops.
2. Work toward the development of a contingent of core anti-racism trainers so the diocese can reduce its reliance on outside resources to advance its ministry of anti-racism.

The Diocesan Anti-Racism Commission is responsible for facilitating the transformation of this diocese into an anti-racist institution. We have developed a diocesan team to expressly address this Ministry. Our ministry exposes the sin of racism, recalling each of us to our theological commitment to live the Baptismal Covenant.

The team will continue to deepen and refine the Common Analysis in order to review and align its Goals and Objectives with the Twenty-Year Vision. This activity will result in more specific plans of action for the Anti-Racism Team as well as for key committees and commissions of the Diocese, as regards their respective roles for defining a new anti-racist identity for the Diocese. We will continue to provide anti-racism training to parishes and other entities within the diocese.

We pray for your commitment to ending the sin of racism in our diocese. Your continued support is deeply appreciated and very valued as we work toward the fulfillment of the Twenty-Year Vision. We must continue to work together to truly become the Body of Christ.

Faithfully,

The Anti-Racism Commission of the Diocese of New Jersey