

Frequently Asked Questions (FAQs) version 8/27/20

Mandates Anti-Racism & Racial Reconciliation Training for the House of Deputies Resolution

1. *Why is the Diocese of California proposing this legislation for General Convention?*

The Diocese of California is taking a churchwide leadership role in calling for change in the House of Deputies (HoD) practices for deputy certification:

- A) first will be a **Canon Change** requiring one (1) requisite or elective training for Clergy and Lay Deputies every three years. The current policy **GC 2000 - B049** requires Anti-Racism training only. A canon will force compliance and can be passed with a majority vote by both houses of General Convention (HoD + HoB) at GC 2021; and
- B) secondly, prescribe a specific curriculum or coursework outlined in the **HoD Rules of Order**. Starting with the Anti-Racism training, we are proposing on-going Racial Reconciliation programs. As a HoD Rules of Order, the curriculum can be passed by the House of Deputies only and provides flexibility for periodic curriculum adjustments.

2. *When would this Canon Change and HoD - Rules of Order become effective and who will be required to complete this training?*

Once passed by the 80th General Convention, training and coursework can begin July 10, 2021 (the 1st day after GC 2021 adjourns). All elected Clergy and Lay Deputies plus 1st Alternates to the 81st General Convention (GC 2024 in Louisville, KY). All remaining elected alternates and late appointees are encouraged to do likewise. Dioceses must file all training certificates, in bulk, by December 2023 to the General Convention Office. Provisions for waivers and disputes are provided.

3. *What organizations provide Anti-Racism and Racial Reconciliation Trainings in addition to Episcopal Church Center programs and where are these trainings held?*

- A) **Eight training organizations** and resources are utilized by the church for developing and delivering training. We are proposing that dioceses and

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provinces of The Episcopal Church select the programs that best suit their regional context; and

B) Each of the nine provinces has a designated Anti-Racism Representative to assist dioceses in selecting local diocesan or regional training programs. Recently, two organizations now have interactive webinar trainings which enhance outreach to a wider audience.

4. *Why are we proposing this curriculum? I receive diversity training from my work – why is the Episcopal Church curriculum different?*

A) [Racial Reconciliation](#) is part of Presiding Bishop Curry's vision for Becoming a Beloved Community. Racial justice and healing leaders and practitioners are called to be reconcilers in our communities. Initial training and continued coursework will allow us to become aware and effective leaders in our ministries; and

B) The idea that oppression, and in particular, racism, is not only a matter of individual prejudice but a systemic, institutional problem of power is foundational to the [Introduction to Systemic Racism](#) workshop, and that it requires structural intervention to dismantle. The workshop is designed for institutions that want their staff as well as their leadership to understand the systemic nature of racism and the role institutions play in its maintenance.

5. *What is DioCal's training requirements? Should we consider expanding the training to other church bodies?*

Nominees for elective offices must complete both a Whole & Healthy Church training and an Anti-Racism program. Congregational and diocesan bodies (i.e., vestries, bishop committees, and search groups) could be explored for next year's diocesan convention.

6. *How can I enroll or participate in training programs?*

Contact your rector, vicar, or priest-in-charge that you are interested in participating in Anti-Racism and Racial Reconciliation training. Also consult the [DioCal Newsletter](#) for events by Faith Formation or [Healing Racism Resources](#).

Resolution #1: Mandates Anti-Racism & Racial Reconciliation Training for the House of Deputies

Committee on Resolutions

Status

Accepted by the Committee on Resolutions August 4th, 2020

Updated by the Secretary of the Convention August 5th, 2020

Resolved, That the 171st Convention of the Diocese of California reaffirms General Convention Resolution 2000 B-049 (Require Anti-Racism Training); and

Resolved, That this Convention submits the following resolution to the 80th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, that Canon I.I 4 be amended as follows:

Canon I.I Section 4: Election of Deputies

(a) All jurisdictions of this Church entitled by the Constitution or Canons to choose Deputies to the General Convention shall be required to do so not later than twelve months preceding the opening date of the General Convention for which they are chosen. Deputies of jurisdictions failing so to elect may not be seated unless permitted by ruling of the Presiding Officer.

(b) *Six months prior to the opening date of the General Convention, the Deputies from each Diocese shall comply with training standards as established in the Rules of Order for the House of Deputies.*

(bc) It shall be the duty of each seated Deputy to communicate to the electing jurisdiction the actions taken and the positions established by the General Convention.

(cd) It shall be the responsibility of each Diocese to provide a forum in which the Deputies to the General Convention from that jurisdiction have opportunity to report.

and be it further Resolved, that the Rules of Order - House of Deputies Section III be amended as follows:

Rules of Order - House of Deputies Section III: Deputations

A. Chair of Deputation

1. At least one year before the first legislative session of the General Convention, each Deputation will:
 - i. designate a Chair; and
 - ii. notify the Secretary of the House of Deputies of the name of the Chair.
2. The Deputation Chair will:
 - i. serve as the primary contact for House of Deputies communications;
 - ii. certify the Deputation's votes by orders;
 - iii. certify changes in the Deputation during General Convention;
 - iv. perform other duties as directed by the President.

B. Mandates Training, Compliance, and Reporting

1. *Within three years before the first legislative session of the General Convention, each deputation shall:*

- i. have elected Deputies and 1st Alternate Deputies complete Anti-Racism and Racial Reconciliation coursework utilized for diocesan or provincial training programs;*
- ii. encourage remaining Alternate Deputies to comply; and*
- iii. file a single submission with all training certificates to the Secretary of the House of Deputies six months prior to the opening date of General Convention.*

2. *Waivers will apply to:*

- i. non-domestic Dioceses until language proficient training programs are readily available; or*
- ii. The Committee on Credentials will hear and decide any disputes on certification of Deputations and will report their decision to the House.*

B. C. Certification of Alternate Deputies as Deputies

1. Alternate Deputies may not sit or vote with their Deputations, unless and until certified by the Committee on Credentials as a substitute for a Deputy.
2. The Committee on Credentials will certify Alternate Deputies as Deputies before each session.
3. The procedures for certification will be those determined by the Secretary of the House of Deputies.
4. An Alternate Deputy will serve for one or more legislative sessions as Deputy but only until the Deputy for whom he or she substituted is able to resume their seats.
5. The Committee on Credentials will hear and decide any disputes on certification of Deputies and will report their decision to the House.

Funding

Training, cousework, and certification costs will be incurred by each Diocese.

Explanation

At the 73rd General Convention in Denver 2000, Resolution B-049 required “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 “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.”

The Episcopal Church builds on the framework of Becoming Beloved Community created in response to General Convention Resolution 2015 C-019 - Work for Racial Justice and Reconciliation. This established response to Systematic Racial Injustice enhances the capacity of The Episcopal Church to work in communities to organize; advocate; and dismantle systems, policies and practices that reinforce violence and acts and perpetuate the sin of racism.

Many of our Dioceses require Anti-Racism training for those serving on Standing Committee, Diocesan Council, Secretary of Convention, Treasurer, and other diocesan bodies. In the Diocese of California, the General Convention Deputies and Alternates also adhere to this training standard. Since GC 2012, the General Convention’s Joint Standing Committee on Nominations began tracking the Anti-Racism training requirement for churchwide leadership (Church Pension Fund Trustee, Disciplinary Board for Bishops, Executive Council, General Board of Examining Chaplains, General Theological Seminary Trustee, and the Officers of General Convention). These reports illustrate a trend towards compliance from 76% (GC 2012), 84% (GC 2015), and 85% (GC 2018).

During General Convention the House of Deputies experiences a 45% turnover of new deputies (GC2015 – 398; GC2018 - 364) each triennium. With no canonical training mandates for both clergy and lay Deputies, establishing canonical standards would be beneficial to new Deputies. First and Second time Deputies comprise 67%, and thus, have significant impact on legislative, budgetary, and election matters.

The requisite Anti-Racism training is the foundation coursework for all churchwide leaders. We are affirming that Deputies from each Diocese achieve this minimum standard. For each subsequent cycle, we are proposing ongoing Racial Reconciliation training programs every three years as new continuing education. By regularizing the House of Deputies training standards, our hope is new programs like the Anti-Sexism Training will be on the horizon.

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