Frequently Asked Questions (FAQs) version 9/14/20

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: ([https://www.episcopalarchives.org/cgi-bin/acts/acts_resolution.pl?resolution=2000-B049](https://www.episcopalarchives.org/cgi-bin/acts/acts_resolution.pl?resolution=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 ([https://episcopalchurch.org/racial-reconciliation/formation-and-training-organizations](https://episcopalchurch.org/racial-reconciliation/formation-and-training-organizations)) and resources are utilized by the church for developing and delivering training. We are
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proposing that dioceses and provinces of The Episcopal Church select the program curriculum 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 (https://episcopalchurch.org/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 (https://diocal.org/events/anti-racism-training-part-1-introduction-systemic-racism) 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 (https://diocal.org/resources/clergy-resources/anti-racism-training).