



## **Covenant to Root Out Racism in the Diocese of Indianapolis**

*Revised & Approved on November 5, 2022 at Diocesan Convention*

*Covenant to Root Out Racism, as written by the Bishop and people of the Episcopal Diocese of Missouri*

WHEREAS, the 185th Convention of the Episcopal Diocese of Indianapolis recognizes that our call to the work of racial justice is rooted in scripture; that as “the spirit of the Lord is upon me and has sent me to bring good news to the oppressed” (Isaiah 61) and we commit to being sent today; and as the Lord works vindication and justice for all who are oppressed (Psalm 103) and we pledge ourselves and our Diocese to specific, ongoing work addressing the injustices resulting from systemic and institutional racism; and

WHEREAS, the 185th Convention of the Episcopal Diocese of Indianapolis, recognizes the will and mind of the Episcopal Church as expressed in General Convention’s Resolution 2015-C019 - “that the call to pray and act for racial justice is integral to our witness to the gospel of Jesus Christ and to our living into the demands of our Baptismal Covenant”; and the “top priority” of the “challenging and difficult work of racial reconciliation through prayer, teaching, engagement, and action”; and

WHEREAS, the longstanding work of our national church curriculum, “Becoming Beloved Community,” called forth by that same resolution asks us to journey through the interrelated commitments to Tell the Truth, Proclaim the Dream, Repair the Breach, and Practice the Way of Love so that we may respond to racial injustice and grow a community of reconcilers, justice-makers, and healers; and

WHEREAS, the 183rd Convention of the Episcopal Diocese of Indianapolis decried every form and expression of racism and white supremacy as antithetical to the Gospel of Jesus Christ, and charged our clergy, lay leaders, congregations and ministries to denounce, repudiate, and actively work against white supremacy and every form of racial and ethnic hatred as evil and anathema to the vows of our Baptismal Covenant; and

WHEREAS, the 185th Convention of the Episcopal Diocese of Indianapolis reaffirms our articulated mission to be beacons of Christ in our world and the mission pillar that, grounded in God’s love in Christ, we stand with the vulnerable and marginalized to transform systems of injustice; be it

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis re-commits to the continual work of dismantling systemic racism and white supremacy within our own structures; and, be it further

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis adopts the Covenant to Root Out Racism, as written by the Bishop and people of the Episcopal Diocese of Missouri, and commit to reorienting our common life to more fully reflect God’s dream of Beloved Community through the actions and commitments contained therein; and, be it further

*Revised & Approved 11/5/2022*

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis directs the Executive Council of this Diocese to review the Covenant and, in conversation with the Diocesan Racial Justice and Education Team, to develop a plan to implement and live into the specific actions contained therein across the diocese no later than the 187th Convention of the Episcopal Diocese of Indianapolis (November 2024); and, be it further

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis directs the Executive Council of this Diocese, in consultation with the Rt. Rev. Jennifer Baskerville-Burrows, Bishop of the Episcopal Diocese of Indianapolis, to determine specific and measurable actions for accountability to be included with the implementation of the Covenant to Root Out Racism so all orders of ministry and roles within the Diocese may mutually flourish; and, be it further

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis charges the Executive Council to provide a progress report to the 186th Convention of the Episcopal Diocese of Indianapolis; and, be it further

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis directs each congregation's vestry or Bishop's committee, and each diocesan ministry committee, in an official meeting of that body to review the Covenant, discuss the commitments it contains, and, by May 1, 2023 to vote whether to adopt said Covenant; and, if adopted, to commit to act on a minimum of 3 covenant statements contained therein; and, be it further

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis directs each congregation and diocesan ministry to submit a report of their discussion and resulting vote, and their covenantal commitments if adopted, to the Secretary of Convention by August 1, 2023; and, be it further

RESOLVED, that this 185th Convention of the Episcopal Diocese of Indianapolis directs the Secretary of Convention to publish these reports in the preparatory materials for the 186th Convention of the Diocese of Indianapolis; and, be it further

RESOLVED, that the Episcopal Diocese of Indianapolis commit to including a report to the 186<sup>th</sup> and 187<sup>th</sup> Conventions on the progress made towards the full implementation of this Covenant and allocating the necessary resources, as determined by Executive Council and the Budget Formation Committee, to these commitments.

## WE COVENANT...

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As people of faith, we are called to “love the Lord our God with all our heart, and with all our soul and with all our mind and to love our neighbors as ourselves.” Recognizing the places in which the church and people of faith have fallen short of God’s love, particularly in the legacy of racism and white supremacy, we seek to amend our lives to more fully reflect God’s dream of Beloved Community.

- We covenant to re-examine the history of our communities of faith and institutions to, in tangible ways, acknowledge racist legacies and to recognize, remember, and retell the stories of Native American, enslaved persons and other People of Color, whose labor contributed to white privilege.
- We covenant to engage our communities of faith, staffs, colleagues and experts in critical discourse that propels us forward.
- We covenant to devise and implement standards, policies, and programs that make our commitment to diversity and inclusion a visible reality.
- We covenant to invest in local businesses that are owned and operated by People of Color and underrepresented populations.
- We covenant to listen to and to validate the stories, experiences, and feelings of People of Color as companions along the journey, valuing those experiences as being sacred.
- We covenant to adopt an intersectional approach in all aspect of our common life, remembering that all forms of oppression are connected.
- We covenant to financially support the important work of Historically Black Colleges and Universities.
- We covenant to work towards the dismantling of the school to prison pipeline and other systems of institutional oppression.
- We covenant to stand up and speak out against everyday micro and macro acts of oppression or aggression.
- We covenant to struggle and speak out against denial of civil liberties and voter suppression.
- We covenant to educate ourselves, and share with others, the many places where our privilege blinds us from being compassionate to others.
- We covenant to call out bigotry and hate speech in all aspects of our common life.

- We covenant to gather with others, including faith leaders and decision makers, at all levels of the church, to ask the hard questions:
  - Does the leadership of our institution reflect the diversity of those we serve?
  - Are the many faces of the diverse body of Christ represented in decision-making processes?
  - How are we inviting and forming leaders?
  - Who is missing around the table?
  - Whose untold story do we need to hear?
- We covenant that in our corporate worship; and other activities of our communities to intentionally cultivate welcome, hospitality, and participation for people of all cultures, ethnicities and backgrounds, and to include their rich musical and liturgical offerings in worship.
- We covenant to invite all members of our faith communities to reflect about and seek a better understanding of racism and privilege.
- We covenant to preach about, and pray together for an end to racism and white supremacy, not to bring down people of European descent, but to lift all others up.
- We covenant to join with local community organizations in working for racial justice.
- We covenant to...(additional context specific acts may be added or included)

**Racial Reconciliation Activities 2020-2022**  
**Holy Family Episcopal Church**

**Goal:** To inform and engage parishioners at Holy Family Episcopal Church “to denounce, repudiate, and actively work against white supremacy and every form of racial and ethnic hatred as evil and anathema to the vows of our Baptismal Covenant,” according to Resolution 2 of the 183<sup>rd</sup> annual convention of the Episcopal Diocese of Indianapolis.

<b>Activity</b>	<b>When</b>	<b>Results</b>
Sacred Ground	Advance promotion of each series beginning July 2020	Announcements in Sunday bulletin/weekly email newsletter encouraged HFEC parishioners to participate in the Sacred Ground series on race developed by the Episcopal Church and co-sponsored by the Diocese of Indianapolis Union of Black Episcopalians and the diocesan Racial Justice and Education Team. Five Holy Family parishioners have participated in the series to date.
Racial Reconciliation Ministry Team	Established April 2021	Ministry Team, including three members of Holy Family’s Vestry and its Rector, met quarterly to develop and lead annual plans of activities for this ministry.
Children’s Ministry/Youth Group	Fall 2021	Elementary level children, Middle School youth and High School youth all had intentional discussions on racism and its damage to all people and institutions in our society, including the church.
Prayers of the People	Began June 13, 2021	Added language to the concluding collect in the weekly Prayers of the People to address racial justice/reconciliation.

Activity	When	Results
Adult Forum: Episcopal Saints and Social Justice	Weekly during Adult Forum, 9-9:45 a.m. Sundays from September – November 2021	Video and discussion series featuring Episcopal saints who promoted racial justice, including: <ul style="list-style-type: none"> <li>• Jonathan Myrick Daniels</li> <li>• Sojourner Truth and Harriet Ross Tubman</li> <li>• Enmegahbowh</li> <li>• Absalom Jones</li> <li>• William Wilberforce</li> <li>• Óscar Romero</li> <li>• Frederick Douglass</li> <li>• Florence Li Tim-Oi</li> <li>• Kamehameha IV and Emma, King and Queen of Hawaii</li> </ul>
Movies with a Social Conscience	Monthly, beginning January 2022	Parishioners were invited to stream movies at home and then meet for a monthly discussion on the following schedule: <ul style="list-style-type: none"> <li>• Hidden Figures: January 26</li> <li>• 12 Years a Slave: February 23</li> <li>• Just Mercy : March 30</li> <li>• 42: April 27</li> <li>• Loving: May 25</li> <li>• Selma : June 29</li> <li>• Harriet: July 27</li> <li>• Red Tails: August 31</li> <li>• Son of the South: September 28</li> </ul>
Adult Forum: The Book of Forgiving	Weekly, beginning Oct. 19, 2022 through Dec. 11, 2022	Parishioners discussed the Fourfold Path for Healing Ourselves and Our World by the late Archbishop Desmond Tutu and his daughter, the Rev. Mpho Tutu.

**Potential 2023 Work Plan  
Racial Reconciliation Ministry Team  
Holy Family Episcopal Church**

<b>Activity</b>	<b>When</b>	<b>Who Responsible</b>
Sacred Ground: Promote each new series in advance via Sunday bulletin, weekly e-newsletter, pulpit announcements to encourage Holy Family parishioners to participate		TBD
Explore Potential Partnership with St. Christopher's Carmel		Fr. Bruce to contact rector of St. Christopher's , or alternatively, Steve Lawson (stelaw2011@yahoo.com), past president of St. Christopher's Racial Dismantling Team.
Movies with a Social Conscience: Quarterly discussion meetings of relevant films		Fr. Bruce to pick films, dates
The Church Cracked Open: Promote to Holy Family parishioners four-session anti-racism course developed by diocesan Racial Justice and Education Team (when available)		TBD
Covenant to Root Out Racism: Per diocesan convention resolution, Vestry to discuss, decide whether to adopt, and if adopted, commit to act on at least three covenant statements.	Discussion/adoption by May 1, 2023 Report due by Aug. 1, 2023	Rector, Vestry
Promote Cole Arthur Riley appearance at diocesan convention, Spirit and Place event		TBD

From the Racial Reconciliation Ministry Team:

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- We covenant to listen to and to validate the stories, experiences, and feelings of People of Color as companions along the journey, valuing those experiences as being sacred.
- We covenant to educate ourselves, and share with others, the many places where our privilege blinds us from being compassionate to others.
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