



The Episcopal Diocese of the Central Gulf Coast

Diocesan Anti-Racism Training Policy

Dismantling racism training was mandated by the 73rd General Convention of the Episcopal Church in 2000 (Resolution B049). It called upon the church to participate through anti-racism training and other activities to dismantle and eradicate structures of racism, and integrate the practices of anti-racism into our life as a church. More specifically, Resolution 2000-B049* (which was reaffirmed by 2018-A045) requires the 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.

To ensure the diocese meets the training requirements of the resolution, all persons serving in the following capacities, but not limited to, will need to take anti-racism training sponsored by the Episcopal Church:

- All Ordained Clergy
- Diocesan Staff, Diocesan Officers, Standing Committee members, Deputies and Alternate Deputies to General Convention
- Leaders, Members and Professional Staff of Diocesan Commissions, and Agencies
- Church Professional Staff, Vestry members / Church Officers
- Members of a Bishop Search Committee

The resolution provides that each Episcopal diocese may select and authorize appropriate programs that will be used. In the Diocese of the Central Gulf Coast, the Commission on Racial Justice and Reconciliation oversees and hosts the workshop that meets the intent of the resolution. Workshops are offered in various locations at several times during each year. A Parish/Mission vestry may seek the Bishop's approval to use an alternate program in a local setting. However, there is much to be gained through participation in a diocesan workshop.

The expectation is training should be completed within six months of assuming leadership / employment responsibilities, as available. When certification training is completed, no additional training is required. However, we urge you to continue learning through additional offerings made available through the Diocese and the Commission. Certification documentation by clergy and diocesan leadership will be maintained by the Diocesan Office; documentation for church lay leadership will be maintained by the individual churches.

* https://www.episcopalarchives.org/cgi-bin/acts/acts_resolution.pl?resolution=2000-B049

The General Convention of The Episcopal Church resolutions concerning Anti-Racism and Racial Reconciliation also include 1988-A112, 1991-D113, 2009-A142, 2012-A127, 2015-D040