



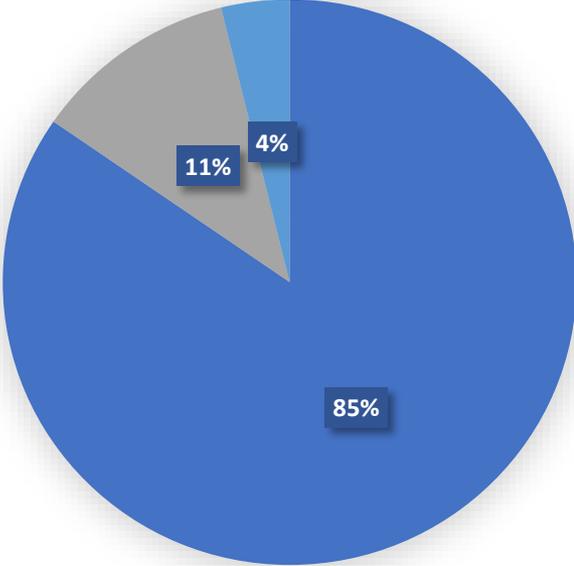
ECCT Affirming Racial Reconciliation Leadership Gathering Survey Responses

June 9, 2018

Respondent Profile (n=56)

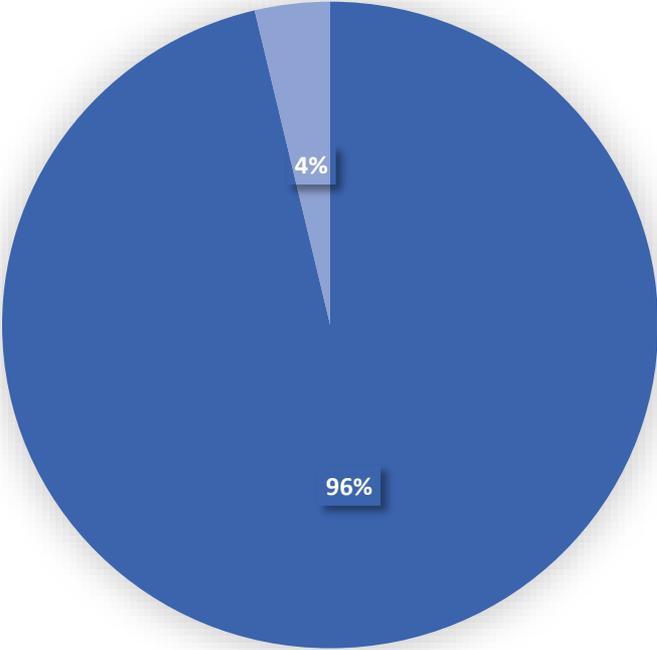
80% response rate

By Race



- White
- Black or African American
- Asian
- American Indian or Alaskan Native
- Native Hawaiian or other Pacific Islander

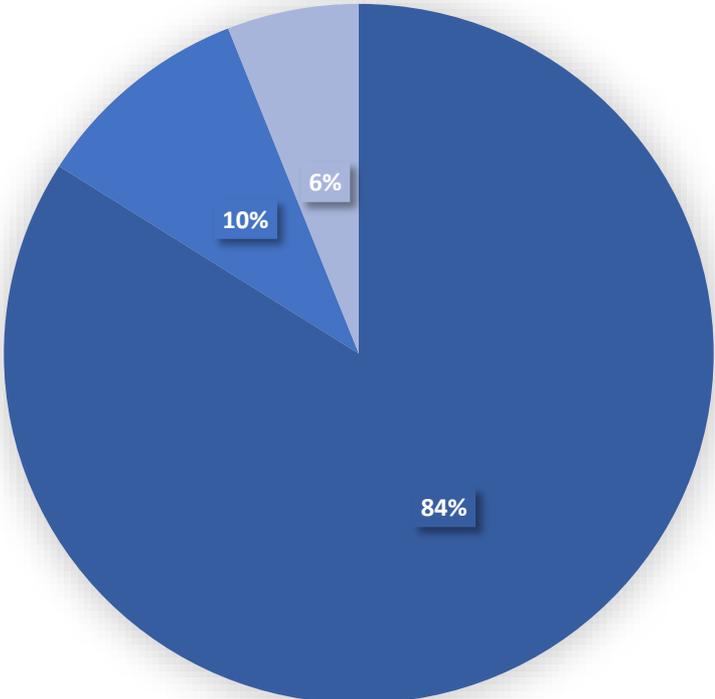
By Ethnicity



- Not Hispanic or Latino
- Hispanic or Latino

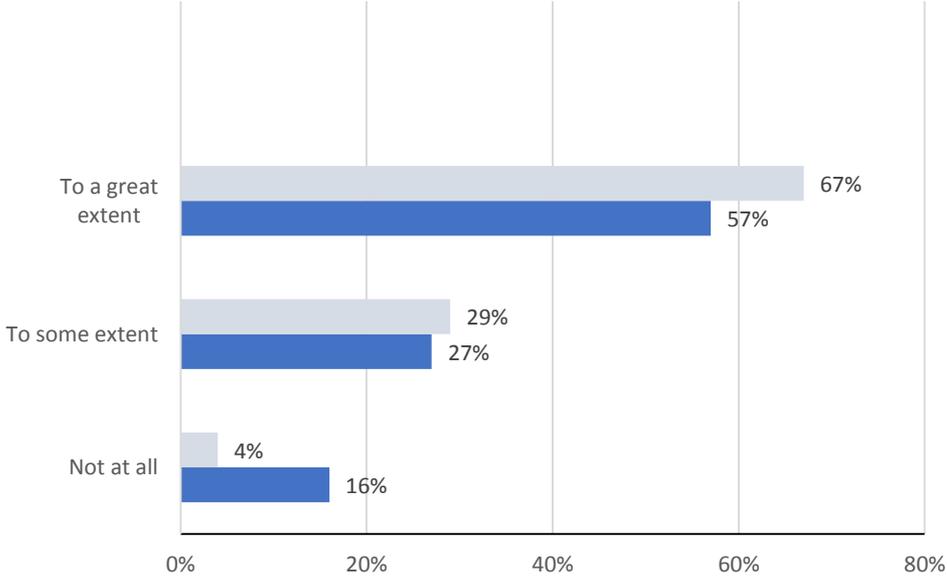
Racial Composition of Our Parishes

Our Parishes



- Mostly White
- Mostly Black or African American
- Very racially diverse

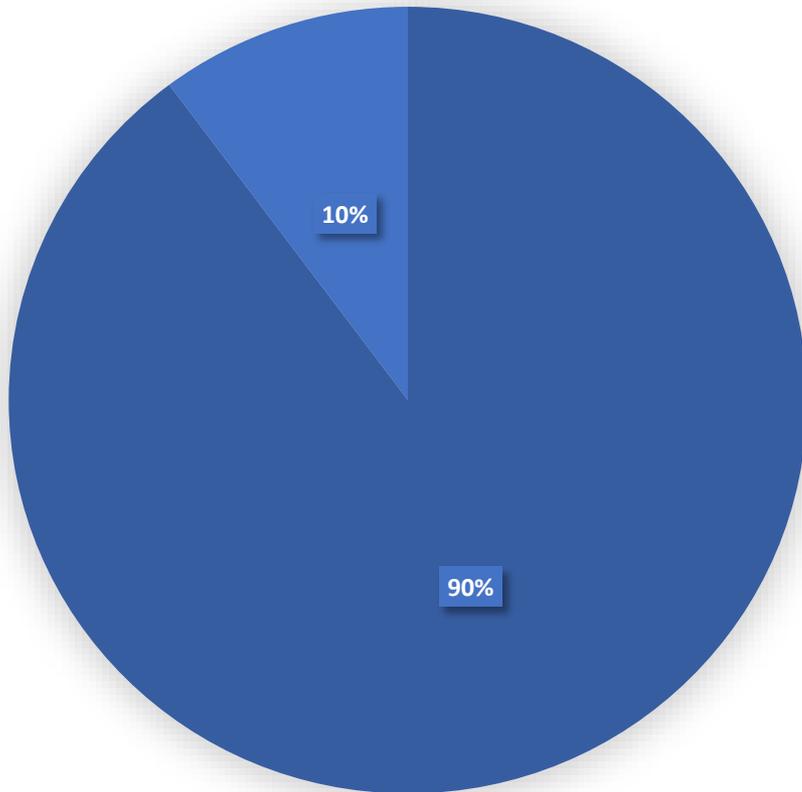
Compared to our Towns/Cities and Neighborhoods



- Q3. To what extent does your parish reflect the racial composition of the neighborhood in which it is located?
- Q2. To what extent does your parish reflect the racial composition of town/city where it is located?

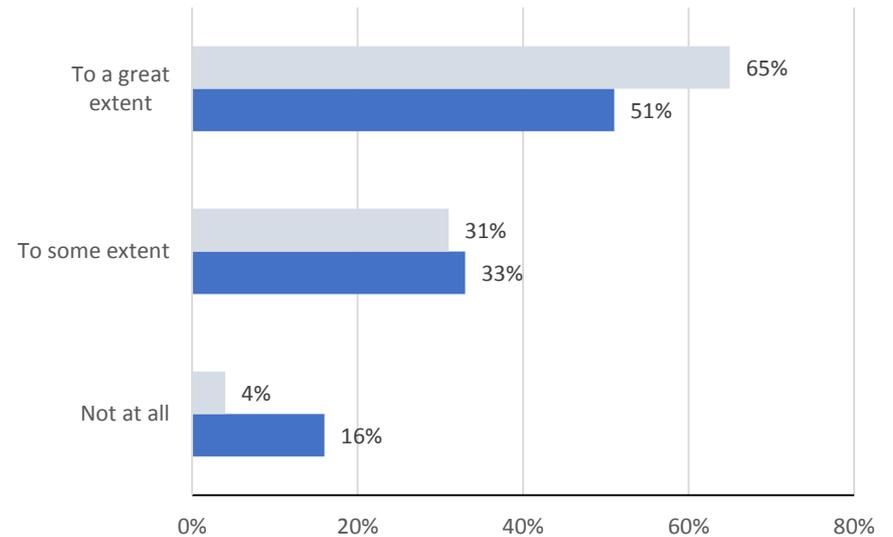
Ethnic Composition of Our Parishes

Our Parishes



■ Mostly not Hispanic or Latino
 ■ Very ethnically diverse
■ Mostly Hispanic or Latino

Compared to our Towns/Cities and Neighborhoods

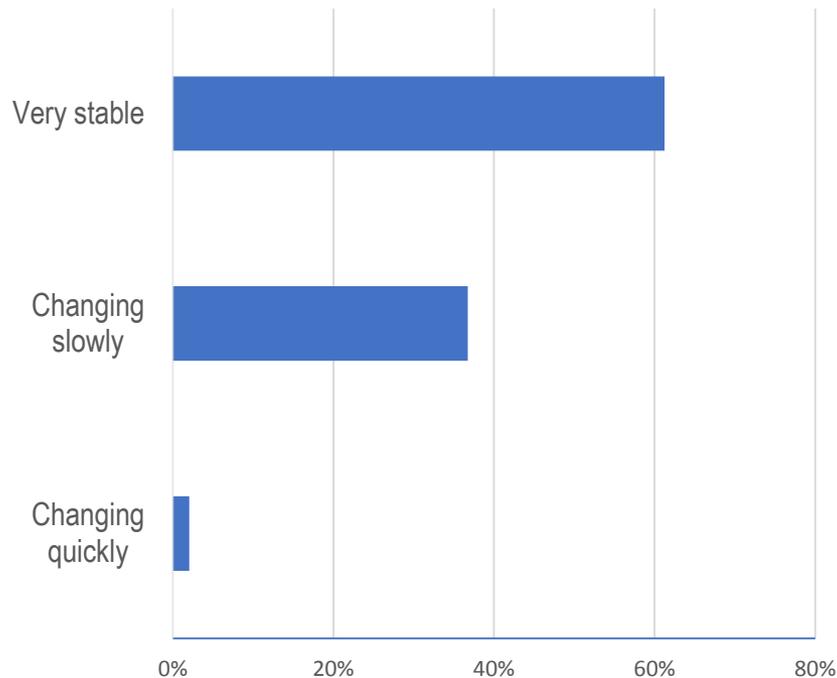


■ Q6. To what extent does your parish reflect the ethnic composition of the neighborhood in which it is located?

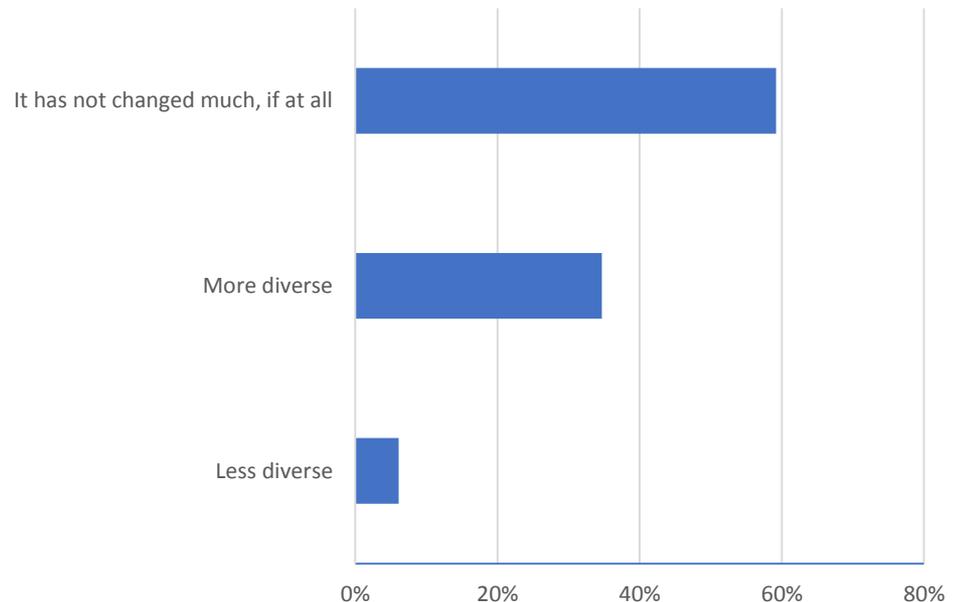
■ Q5. To what extent does your parish reflect the ethnic composition of the town/city where it is located?

Stability of Parish Racial/Ethnic Composition (last 5 years)

Rate of Change

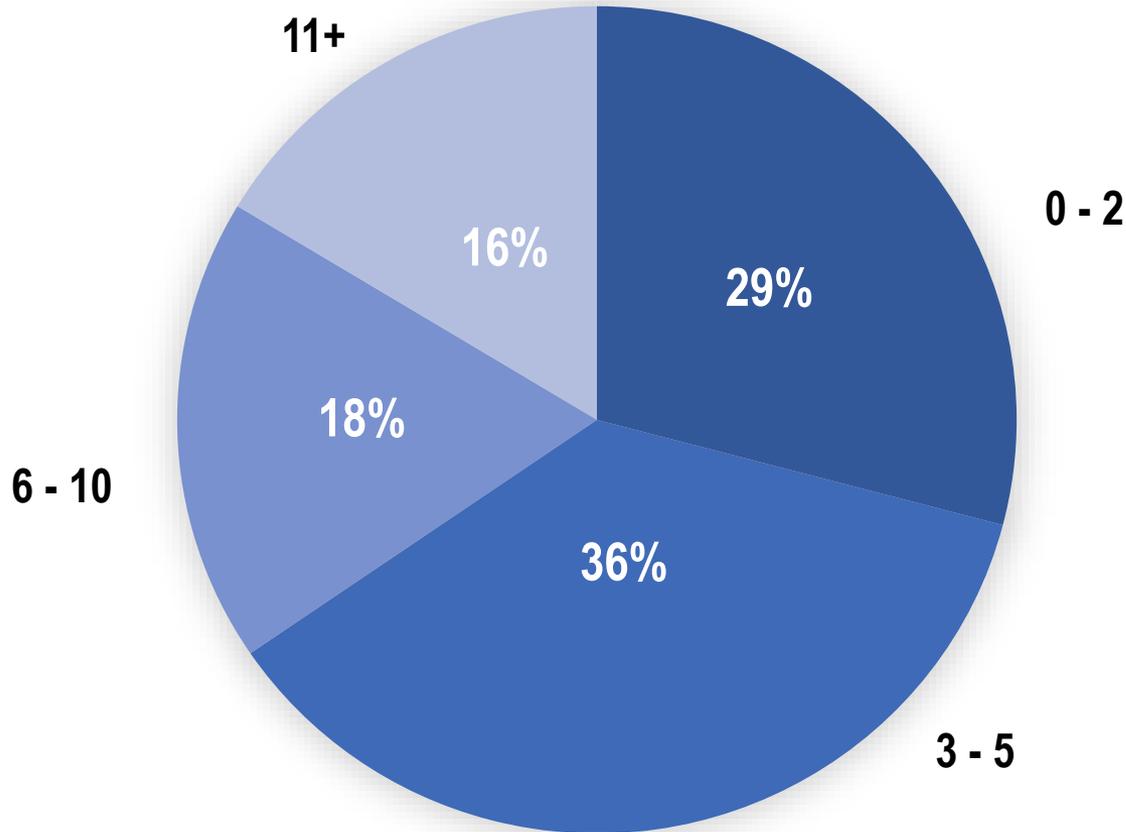


Level of Change



- 90 % of the parishes that are changing are mostly white
- 82 % of the parishes that are changing are becoming more diverse
- 100% of the parishes that are becoming more diverse are mostly white

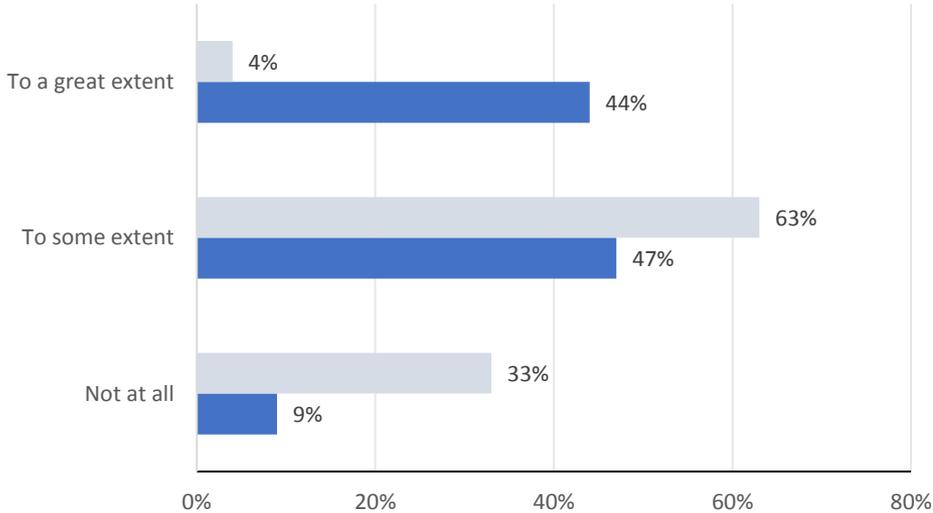
Number of Close Friends of a Different Race/ Ethnicity Than Me



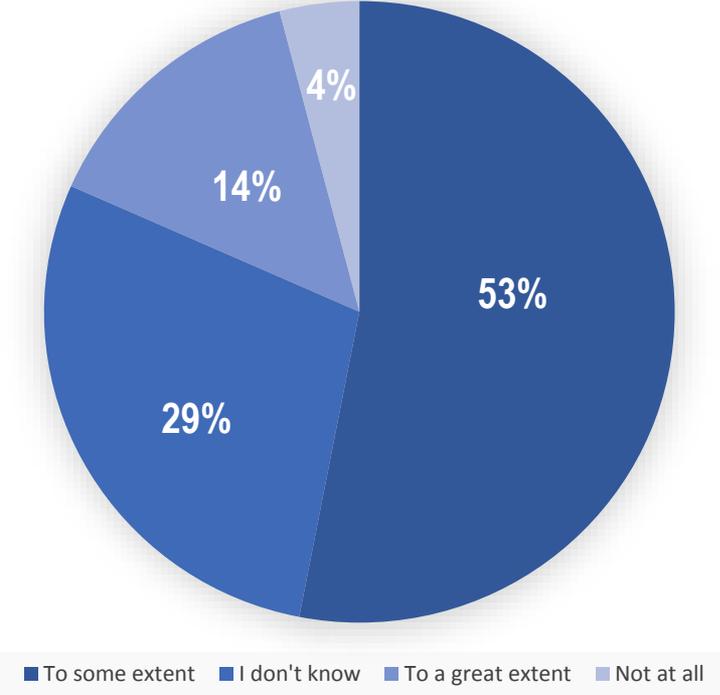
- Black respondents are most likely to have more close friends who are diverse than others

Time and Resources Devoted to Racial Reconciliation

My Parish/Me



Parish Willingness



■ Q11. To what extent is your parish devoting time and resources to the study and witness of the impact of the sin of racism on our common life?

■ Q10. To what extent are you devoting time and resources to the study and witness of the impact of the sin of racism on our common life?

- There does not appear to be a correlation with the number of diverse friends and a commitment to devoting time and resources to racial reconciliation

What, if any, are the obstacles to having conversations about race in your parish? (Write In Comments)

Lack of Awareness/ "Racism doesn't exist anymore." (n = 10)

- The illusion that racism doesn't exist anymore (2)
- White privilege blinds us to other narratives (2)
- The "we don't have a race/ethnicity problem here" attitude
- Assumption of white supremacy
- The members don't recognize their own racism, "I treat everybody the same." I think the history panels from CFR or panels just about CT would be a good place to start because I don't think the members know the history and the complicity of the church.
- Sheltered community
- Parishioners do not believe there is a need
- Misunderstanding of white privilege
- Lack of awareness of, and accountability for, white supremacist structures
- Most don't feel it's a big problem
- Probable idea among dominant culture folks that because there are some people of color among us, we have no racism in the parish.

What, if any, are the obstacles to having conversations about race in your parish? (Write In Comments)

It May Make People Uncomfortable (n=10)

- Sensitivity, fear of being inadvertently offensive (2)
- I think it would make them uncomfortable (2)
- Lack of diversity makes it uncomfortable to discuss
- The reason why I have responded that my parish represents my city to some extent, is that I believe my parish is actually more diverse than the neighborhood. We have, particularly among our youth, more people of color than I have found in other contexts in my neighborhood. As a new rector, finishing my first year in the community, I still have work to do with the individuals in my parish for people of color to see what brings them to church, and keeps them coming back. I want to build more trust in a relationship with them, before entering into dialogs about race that may single them out and put the burden of the growth of white people upon people of color.
- Tough topic, and attracting people to engage in a tough topic isn't easy nowadays
- Awkwardness, not being sure how to address a difficult topic, past history of opinionated voices and no discussion ground rules (although mutuality guidelines now used)
- This suburban community sees nearby diverse communities as being "needy" and so do a lot of outreach to "them." Engaging with the "other" is seen as a "doing good" thing. Many are conservatives and are fearful of change, wanting to keep things "the way they are." There have been racially motivated incidents (race and religion) in the school system.
- The conversations are led and organized by white leaders for white audiences. People are afraid to offend people, caving into supporting white tears and ambiguity.

What, if any, are the obstacles to having conversations about race in your parish? (Write In Comments)

Taboo Subject/ Too “Political” (n=7)

- Some will see it as another leftist political movement of the Episcopal church.
- Some feel that talking about race is talking about politics, and they think politics should not be discussed at church.
- Charged nature of subject combined with lack of close friends of different races.
- It's difficult to talk about race, because my parishioners see that it's about politics.
- The current political climate
- Pre-conditioned responses to a hyper-politically-charged secular climate, political and cultural tribalism
- Emphasis on racism is a matter of political correctness

Competing Priorities – Buildings; Clergy Transition (n=5)

- So many parishes in my Region are dealing with immediate needs of their own community (building, money issues, constant transition of clergy) as well as doing service/outreach (soup kitchen, collections of various types)
- People are so busy that it's a challenge to add one more thing to the calendar.
- Making these conversations a high priority amid a myriad of other commitments Parishes are not willing to spend the money to have an honest productive discussion, parishes are willing to spend money on a stewardship or mission consultant but are almost never willing to meaningfully spend money on race conversations.
- Lack of time. Higher priorities.

What, if any, are the obstacles to having conversations about race in your parish? (Write In Comments)

White Apathy/White Guilt (n=6)

- White guilt (2)
- White apathy (2)
- Those who are not interested opt-out/don't show up
- Most of us are not confronted with it on a regular basis

Don't Know of Any (n=6)

- None/ Don't know of any (4)
- I don't think there are really any obstacles. It more the case that no one has really started having these kinds of conversations.
- There are none to my knowledge.

Lack of Trained Leaders (n=4)

- Lack of professionally trained leadership
- Difficulty knowing where to start
- Knowing where to begin a conversation with a mostly white community
- Lack of leadership to begin the conversation

What, if any, are the obstacles to having conversations about race in your parish? (Write In Comments)

It's a complex issue (n=3)

- It takes time to go deep.
- The immediate needs of parishes leave little bandwidth for the complexity and nuance of racism, let alone confronting it.
- Lack of information/understanding

Other Factors (n = 7)

- The desire to broaden the discussion to other forms and systems of discrimination instead of focusing solely on race.
- Granted, many people are doing this work in their own corners of the world and I know some folks find church to be a place of restoration so they can reengage in this work
- For some members it would be difficult. For others it would be a welcome discussion
- My parish is primarily a black parish. We live the question of race all the time.
- History
- Sin
- Entropy