

**The Anti-Racism Commission of the Diocese of New Jersey
Report to Convention, 2013**

The Commission has worked hard to husband its declining resources during 2012. We have continued however to offer high quality workshops and trainings to raise awareness of the reality that racism is still very much with us, and to move our diocese closer to becoming a truly anti-racist institution. Because systemic or institutional racism is so difficult to recognize when one is part of a white majority who continue to hold the levers of power, the hardest aspect of the work has to do with bringing into view the ways an institution is experienced from within, by those in the minority, i.e. people of color. Our Crossroads-facilitated trainings are the best mechanism we have to bring home the minority experience to the majority, but these are extremely expensive, and with diminishing resources we have been able to offer only one per year for the last three years. All clergy new to the Diocese, all ordinands, and all those elected to diocesan office are required to take such an extended training.

Those who have taken a 2.5-day training automatically become Team members and are invited to all meetings and special events offered by the Commission.

Among the Team offerings in 2012 the most successful was a highly interactive conference shortly before the Presidential election, at which we explored the interaction of race and politics in the nation and campaign.

Our best-attended (40 registrants) Crossroads training ever was in the spring of 2012. One such training per year, though, is simply not enough to meet the need--or the interest--in the Diocese. There is a growing demand for the two-hour parish-based trainings that our own Team members offer: not as a true alternative, but at least meeting the requirement that congregations in leadership transition must have some anti-racism training.

Team members facilitated 8 such parish-based trainings in 2012: of these, 5 were for congregations in the search process, 2 were by invitation from the parish, and one training was designed specifically for the Episcopal Election Committee. The training was an extended all day seminar, led by four (4) diocesan Anti-racism trainers. Also, two (2) trainers led an all-day, specifically designed workshop for 20 parishioners of a parish that had spent the summer reading and praying together, as they studied Joe Barndt's book: *Becoming an Anti-racist Church*.

We continue to explore how best to combat the sin of racism in all its many subtle and not-so-subtle guises, within our diocese, our society, and ourselves. We invite you to join us.

Respectfully submitted,
The Rev. Canon Joan E. Fleming
The Rev. C. John Thompson-Quartey
(co-chairs)