



October 1

Repairing the Breach:
A Symposium on
Reparations



The Episcopal Diocese of Washington



Agenda

9:00-10:00am	Gathering and Fellowship	
10:00-10:05am	Welcome and Introduction	<i>Rev. Peter Jarrett-Schell</i>
10:05-10:50am	Keynote Address	<i>Rev. Dr. Kelly Brown Douglas</i>
10:50-11:00am	Cooperative Leadership Norms	<i>Mr. Rudy Logan</i>
11:00-11:30am	Break Out Session: How to Make Amends: A Lesson on Reparations	
11:30-11:35am	Congregational Research Testimonial: St. John's, Norwood	
11:35-11:45am	Break	
11:45am-12:10pm	Slavery's Legacy and EDOW	<i>Mr. Franklin A. Robinson, Jr.</i>
12:10-12:30pm	Breakout Session: Where Does My Community Fit Into This Historical Picture?	
12:30-1:20pm (During Lunch)	Lunch Analysis of Current Reparation Initiatives in the U.S	<i>Dr. Cane West</i>
1:20-1:30pm	Overview of Upcoming Reparations Resolution	<i>Rev. Peter Jarrett-Schell</i>
1:30-1:35pm	Congregational Research Testimonial: Calvary Episcopal Church, DC	
1:35-2:15pm	Breakout Session: Question Burst: What Questions Does All This Raise For You?	
2:15-2:20pm	Congregational Research Testimonial: Grace Episcopal Church	
2:20-2:40pm	Bishop's Address	<i>Rt. Rev. Mariann Budde</i>



The Very Reverend Dr. Kelly Brown Douglas

The Very Reverend Dr. Kelly Brown Douglas was named Dean of the Episcopal Divinity School at Union Theological Seminary and Professor of Theology at Union in September 2017. She was named the Bill and Judith Moyers Chair in Theology in November 2019. She also serves as the Canon Theologian at the Washington National Cathedral and Theologian in Residence at Trinity Church Wall Street.

Dean Douglas' academic work has focused on womanist theology, Black theology, sexuality and the Black church, and racial and social justice. Prior to EDS at Union, she served as Professor of Religion at Goucher College where she held the Susan D. Morgan Professorship of Religion and is now Professor Emeritus. Before Goucher, she was Associate Professor of Theology at Howard University School of Divinity (1987-2001) and Assistant Professor of Religion at Edward Waters College (1986-1987).

Dean Douglas is widely published in national and international journals and other publications. Her most recent book, *Resurrection Hope: A Future Where Black Lives Matter*, was published in November 2021 (Orbis Books). Her groundbreaking and widely taught book *Sexuality and the Black Church: A Womanist Perspective* (1999) was the first to address the issue of homophobia within the Black church community. Her *Stand Your Ground: Black Bodies and the Justice of God* (2015) examines the challenges of a "Stand Your Ground" culture for the Black church.

Dean Douglas' other books include *The Black Christ* (1994, 25th Anniversary edition 2019), *What's Faith Got to Do with It?: Black Bodies/Christian Souls* (2005), and *Black Bodies and the Black Church: A Blues Slant* (2012), which seeks to move the Black church beyond its oppressive views toward LGBTQ bodies and sexuality.

In addition to preaching in pulpits and speaking at universities and other institutions around the globe, Dean Douglas is a frequent and vocal presence in today's print, broadcast, and digital public square, speaking on racial and social justice, among other matters.



Break Out Session 1

How to Make Amends: A Lesson on Reparations

PURPOSE:

The goal of this exercise is to place yourself in the space of the emotional and material implications of reparations. This lesson demonstrates possibilities, limitations, what has and hasn't been achieved through reparations. In part, this exercise can help us discern what a model of reparations might look like that addresses the lingering emotional, social, spiritual and material wounds in the wake historical anti-black racist harms the Episcopal Diocese of Washington has been complicit in.

PROCEDURE:

1. You'll receive a sheet describing a real life character's story with regard to reparations. Read it to yourself, doing their best to imagine yourself in your character's place.
2. Put your sheet down in front of you, and share your character's story with the group, in first person, as if it were your own story. Share not only the facts, but also your character's thoughts and feelings about those facts. This is not a test, you EW welcome to refer back to your sheets while telling your story, if you need to. Each member of the group will have about 3 minutes to tell their story. (15 min.)
3. After everyone has shared their story, your answer the following questions. Present all the questions at the beginning, and then open up to the group. (10 min.)

QUESTIONS:

1. What did you learn that was new or surprised you?
2. Which models of reparations impressed you? Which models of reparations left you dissatisfied? Why?
3. How do you know if an apology is genuine or hollow? Did it include an action to address the wrong? Or was it just a verbal offering?
4. What questions were you left with?

Source: **Role Assignments for Remote Instruction Template**
 How to Make Amends: A Lesson on Reparations

By Ursula Wolfe-Rocca, Alex Stegner, Chris Buehler, Angela DiPasquale, and Tom McKenna

Lesson: <https://www.zinnedproject.org/materials/lesson-on-reparations/>



Break Out Session 2

Where Does My Community Fit Into This Historical Picture?

PURPOSE:

Mr. Robinson's historical report on the legacy of slavery for our Diocese offers a perspective on this issue, across this entire region, within a particular slice of history: from 1632-1864. But the picture for each of our communities and congregations is unique and different. This exercise will challenge us to consider how racism and race has shaped the current situation of each of our communities and congregations.

PROCEDURE:

1. We'll answer the following questions, one at a time using the process of mutual invitation.
 - a. Your facilitator will ask the group the question, then invite another member of the group to share. That person can share their answer, pass, or pass for now. When they are done, they will choose who gets invited to share next, until everyone has been invited to share
 - b. If you say "pass for now," the group will come back to check in with you again at the end.

QUESTIONS:

1. Think about the racial demographics of your congregation, and the neighborhood around it. Who is there at worship each week? Who is missing? Who lives in the neighborhood around your congregation? Who does not live in the neighborhood around your congregation? Does your congregation look like the neighborhood that surrounds it, or not?
2. When you think about the way your congregation looks, and the way the neighborhood around it looks, do you know why they look the way they look?
3. What do you know about the founding of your congregation? Why was it founded? Where did the first members come from? Where did funds to start your congregation come from?

Source: Mutual Invitation process by Rev. Eric Law



Break Out Session 3

Question Burst

PURPOSE:

When we consider a difficult and complicated issue, like making reparations for centuries of racist harms, it can be easy to fixate only on the potential obstacles, or else narrow our focus to a very specific set of technical questions. The question burst process helps us creatively widen our scope, to consider broader possibilities, as well as potential pitfalls we may not have noticed.

PROCEDURE:

1. Will consider the challenge:

What would mean, and what would it require, for the Diocese of Washington, and its congregations to make reparations for the harms of racism?

2. Take a moment to write down your “emotional temperature” about the challenge on the sheet provided in the symposium packet
3. For four minutes, your group will do nothing but ask questions that this challenge brings up for you. The rules are:
 - a. Don’t answer any questions.
 - b. Don’t explain why you’re asking a question.
 - c. Write down each question word for word on the verbatim sheet included in your symposium packet.
 - a. Try to ask simple, tough, but non-toxic questions.
4. Take a moment to write down your “emotional temperature” about the challenge on the sheet provided in the symposium packet
5. Look at the list of questions, and identify one question that compels you to action, that causes you to get up, get out and seek new questions and answers to generate a better solution.
6. Share the one question that compels you to action with your group. Is it possible to identify one question out of your group’s choices that is the most crucial to ask, and why that question is important?

Source: Question Burst Process by Hal Gregersen



QUESTION BURST WORKSHEET

A. What is your emotional temperature regarding the challenge?

QUESTION BURST CAPTURE

Write down every question as said, verbatim

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|-----|-----|
| 1. | 11. |
| 2. | 12. |
| 3. | 13. |
| 4. | 14. |
| 5. | 15. |
| 6. | 16. |
| 7. | 17. |
| 8. | 18. |
| 9. | 19. |
| 10. | 20. |

B. What is your emotional temperature regarding the challenge after having completed the question burst?



Next Steps

Regional Gatherings (Online)

We will be presenting the draft Reparations Resolution at the upcoming regional gatherings. If you are a warden, or delegate, we would appreciate your support and feedback. If not, we encourage you to reach out to your wardens and delegates, and share with them what you've learned today.

October 18 6:30 pm - 8:30 pm South DC, North Prince George's and Southern MD

October 20 6:30 pm - 8:30 pm North, Central, and South Montgomery County

November 17 6:30 pm - 8:30 pm North DC and Central DC Regions

Share What You've Learned

The recording of today's symposium is available at: <https://www.youtube.com/user/edowvideos> please feel free to share with your communities and congregations.

The Diocese has also produced a downloadable two session curriculum around reparations in the Diocese that you can use in your parish context. Email reparations@edow.org for more information.

Get Started with Your Congregation

If you are interested in researching and sharing your own congregation's history with racism and race, the Congregational Research Partners can provide guidance and support. Email reparations@edow.org for more information.