	2024 Strategic Plan of The Antiracisim Commission (ARC) of The Episcopal Diocese of Chicago			
	Approved September 10, 2024		**Updated as of 12/31/25**	
	Antiracism Vision:	**Abbreviations**		
	Our vision is a diocese and world that,	**ROD WG - Renewed Operating Document Working Group**		
	by God's grace,	**RRR WG - Repent, Repair and Reconcile Working Group**		
	is free from systemic racism	**TR WG - Training Working Group**		
		CON WG - Congregations Working Group		
	Action Steps	**Responsiblity**	**Notes**	**Date Completed**
ARC - what do we do and why? Vison, Mission, Mandate				
1	Work to connect ARC work with the criteria in the Continuum on Becoming an Antiracist Multicultural Institution	Co-Chairs, Working Group leaders, All		
2	Share document with Bishop Clark and discuss in a quarterly meeting with the bishop	Co-Chairs	Shared with bishop and meeting requested in Sept and Dec, mtg occurred for 3/5/25 with cochairs	3/5/25
3	Consider how to share this document with other diocesan entities	Co-Chairs	conversation with Crystal, met with Standing Commmittee in October, Zoom Ida and Laura met by Zoom with Pres Pat Cornelius Woods of Diocesan Council, Ida working to connect with Commission on Ministry	Standing Committee 10/16/24, Diocesan Council 11/19/24, To Do COM
4	ARC Vision: Our vision is a diocese and world that, by God's grace, is free from systemic racism.			9/10/24
5	ARC to consider how to share vision and build support for this antiracism vision throughout the diocese.	Co-Chairs, All	Shared with Bishop, Standing Committee, Diocesan Council, Multicultural Ministries	
6	Renewed Operating Doc working group to draft a new mission to describe what ARC does to achieve the vision.	ROD WG, Laura		

7	*We had consensus that ARC derives its authority to do its work from Resolution F-170 of the 2007 diocesan convention " The Antiracism Commission "serves as the consulting authority to the Diocese on the process of dismantling racism. While the Antiracism Commission has the priority and scope to dismantle racism in this Diocese [as per this resolution], it remains the responsibility of each entity within the Diocese to do the work required to identify and dismantle racism, in consultation with the Antiracism Commission." - – Resolution F-170 of the 2007 diocesan convention*				
8	Renewed Operating Doc working group to reference the Resolution F-170 in the new operating documents.	ROD WG, Laura			
9	ARC to continue discussion of what it means to be "the consulting authority" in the diocese and how to build institutional accountability for this role to achieve sustainable institutional transformation.	Co Chairs			
10	ARC to identify diocesan entities and building support for the diocesan antiracism work with all identified entities. Some entities that were identified are Bishop and Bishop's office, Congregations, Standing Committee, Bishop & Trustees, other Commissions and Committees, partners/stakeholders such as Episcopal Charities.	Co Chairs, ALL	More intentional communication with deaneries - a number of emails sent in fall	Regualr Announcements sent to Deans in Fall 2024	
Repent, Repair, Reconcile					
11	Osiris will hold listening sessions with historically Black congregations to hear what repair could look like.	RRR WG, Kathleen and Rory	Listening sessions held summer and fall 2024	Done	
12	ARC members can help by sharing contacts for listening sessions and help get people to the listening sessions.	ALL	FB, bulletin posts created	Done	
	Next step to do an online survey to get more responses. Survey going out 11/20/24 with deadline of 12/6/24.			Done	
	Additional cost for survey - $1400 cost to be covered by ARC budget			Done	
13	Osiris will update the Legacy of Slavery report	Osiris		Done	
14	Osiris will work to draft messaging about the what, why and how of the RRR initiative to share throughout the diocese	Osiris			
15	By late October, Osiris will present a report on their findings to the RRRWG which will be discussed with the ARC.	Osiris	Received 12/20/24	Done	
16	The RRR working group will work to foster support of the RRR initiative with the tools developed by Osiris.	RRR WG, Kathleen and Rory		Paused	
17	The RRR working group will explore funding options for Phase 2 of the RRR initiative which will be focused on repair based on the Osiris report.	RRR WG, Kathleen and Rory	Grant for 2025 submitted to Episcopal Charities 1/3/25	Paused	

Training		Responsibility	Notes	Date Completed	
18	Clarify who is required and who is recommended to take the training within the diocese	TR WG, Ed	position paper given to Bishop and presented to Standing Committee 10/16/24, training recommendations outlined in Training Position Paper	9/10/24 paper approved by ARC, Standing Committee Present 10/16/24	
	We will move forward with plan for 2025 to accept Crossroads and Sacred Ground as the approved training for required clergy and diocesan leaders.	TR WG		Done	
	We will share Training position paper with Commission on Ministry - Ida will reach out to COM leader	Ida	1/7/2026	Done	
	We will share the Training position paper with Diocesan Council leader Pat Cornelius-Woods	Laura	Met with Pat Cornelius Woods, President Diocesan Council 11/19/24	Done	
19	Set a training rubric with specific criteria to identify trainings that meet the diocesan training requirements	TR WG, Ed	We're following Convention Resolutions	Done	
20	Diversify the training options that meet the training rubric	TR WG, Ed	Some options added and a process created to approve additions each year	9/10/24	
	Schedule and offer 1 or 2 Sacred Ground circles in 2025 coordinated by ARC for clergy and lay leaders - separate groups for clergy and lay leaders	Ed/Kathleen	1 Circle hosted with 8 participants, scheduling 2026 circle	Done	
	Clergy Group 1 Tues 1-2:30 Jan 14-June 10 2025	Sue Nebel, Kathleen Murphy	Filled	Done	
	Clergy Group 2 Thurs 9:30-11 Jan 1-June 12	Ed Manning, Kathleen Murphy	Not enough registrations		
	Clergy Group 2026 - Started in January				
	Develop campaign to support congregations to facilitate their own Sacred Ground Circles in 2025 and 2026	Ed/Kathleen			
	Explore Tell Me the Truth about Racism 1 day training session for future	Ed/Kathleen	Pilot program 2/22/25 , get program outline, possible lay leadership training	DONE	
	Pilot project with Tell Me The Truth about Racism	Ed/Kathleen	3/22/25	DONE	
	Inform diocese about Crossroads seminars available in 2025	Ed/Laura		DONE	

	Need host church's for Crossroads trainings		Distribute calendar	Done
	Explore designing ARC's own antiracism training for future year	Ed/Kathleen		Done
	Design 1 Day Lay Leadership Training for Congregations	Ed/Kathleen		Done
	Host pilot program of 1 Day Lay Leadership Training for Congregations	Ed/Kathleen	Oct 2025	DONe
21	Develop clear messaging about training requirements, approved trainings and how to register and access subsidies	TR WG, Ed	Training position paper has clear messaging for requirements, need to work on registration and	Done
	After talking with Commission on Ministry and Diocesan Council, we will consider messaging for ARC materials especially website	Laura		
	Draft diocesan communications 1 pager that identifies diocesan entities with which ARC should be in communication with	Laura	Diocesan points of contact	DONE
22	Develop and implement a training publicity plan to inform the diocese	TR WG, Ed		
	Update website	Laura	Some updates made	
23	Training and Congregations working groups help congregations to put training into action.	TR WG, Ed, CON WG Donna		
24	Develop a tracking system to record who in the diocese is required to take AR training and when trainings are completed or incomplete	TR WG, Ed		
25	Develop a system to record and collect contact information of all diocesan attendees of diocesan sponsored trainings	TR WG, Ed		
Sanctuary Taskforce				
26	The documentary Las Abogadas will be available to use to inform and raise funds for services for asylum seekers. Email Sandra at sca652@yahoo.com to schedule a screening for your group. The fee is $90 to host a viewing and individual viewers are then asked to make a donation for the asylum services.	Sandra,		Done
27	The Sanctuary Taskforce is requesting committee status at this year's diocesan convention. ARC is a co-sponsor for this request.		Became Committee for 2025	Done
Congregations				
28	Create a PSA type video announcement for the 2024 convention to celebrate the 2023 successes from the F-185 reports	CON WG, Donna	Seem like convention announcement will not be an option	N/A
29	Send a thank you and acknowledgement to the congregations that submitted antiracism information via the F-185 report.	CON WG, Donna	List created 1/30/25	

30	Send a thank you and acknowledgement to the congregations who answered the antiracism question on the parochial reports yet did not complete an F-185 report and prepare them to submit the F-185 report in 2025	CON WG, Donna			
31	Develop an incentive plan for congregations to fulfill requirements of F-185 - perhaps training vouchers, funds for antiracism materials, funds for antiracism events.	CON WG, Donna	Award program approved Feb/March 2025	DONE	
	Announce 2025 awards awards		Awards announced	DONE	
	Visit congregations to celebrate 2025 awards		Summer 2025 scheduling did not work, working on Fall 2025		
32	Promote F-185 and prepare congregations to submit 2025 reports	CON WG, Donna	Extensive campaign to inform about F-185 reports, many emails and diocesan news	DONE	
Membership and Recruiting					
33	There was consensus to create a system with a 3 year member term that may be renewed with a ⅓ of ARC completing each year.	ROD WG, Laura	Membership and Nominations bylaws approved - Nominations committee formed with Ida, Rory and Ed, prospective members collected from group for Nominations Committee to follow up with	9/10/24	
34	Develop an annual ARC calendar with 3 in person meetings.	Co Chairs		9/10/24	
35	Develop an annual ARC calendar with time for strategic planning and budgeting according to diocesan timelines.	Co Chairs		Done	
36	Inactive members and the process for inactive members was discussed but no full resolution was approved. Gary and Rory will check in with Barbara and Arlicia to check in on their availability to do ARC work.	Gary, Rory, Co Chairs	Barbara and Arlicia removed from roster	10/8/24	
37	Renewed Operating Doc working group to draft updated by-law information taking into account strategic plan discussions and send to all of ARC members for input.	ROD WG, Laura	Section 3,4 approved 9/10/24, Sections 6,7, 10, 11, 12 approved 10/8/24, Sec 1, 2, 5 approved 11/9/24, Sec Sec 8 and 9 approved	DONE	
Sanctuary Taskforce Part 2					

38	Rory made a motion and it was seconded by Bob to allocate $4000 of ARC budget funds to the Sanctuary task force for migrant services. Rory stated the rationale for the motion was that ARC cannot ignore discriminatory mistreatment of immigrants. The motion was approved. The ARC may consider allocating additional funds to the Sanctuary Taskforce at a future meeting.	Sandra, Phala	$4000 allocated and approved 7/20/24	7/20/24	
Conflict Resolution					
39	There was consensus to include this Restorative Justice process in the updated by-laws as a conflict resolution process to follow if one on one communication does not resolve a conflict.	ROD WG, Laura	entered into draft of bylaw section on Conflict resolution	Done	
	See minutes for process details				
ARC Contractor/Staff					
40	ARC will work to identify what its contractor/staffing needs are and draft a new job description.	Co Chairs			
	Addendum from 11/9/24 mtg				
Allies					
	Allies can be any Episcopal entity, outside organization, and others who have common mission interests to stand in solidarity to support ARC's mission to dismantle racism.		Allies definition confirmed at 11/9/24 mtg	DONE	
	Reciprocally, ARC and allies promote each other's events and projects, support convention resolutions, and implement actions to dismantle racism and build support for sharing ARC's antiracism vision throughout the Chicago Diocese and beyond.		How allies work together - confirmed at 11/9/24 mtg		
	Create and implement 3 to 5 actions over the next 18 months. The focus will be connecting and building relationships with potential allies who can co-sponsor resolutions and support ARC in three areas of our Strategic Plan for achieving goals: Repentance, Reconciliation, and Repair (RRR), Antiracism Training, and implementing Resolution F-185 in congregations.				