

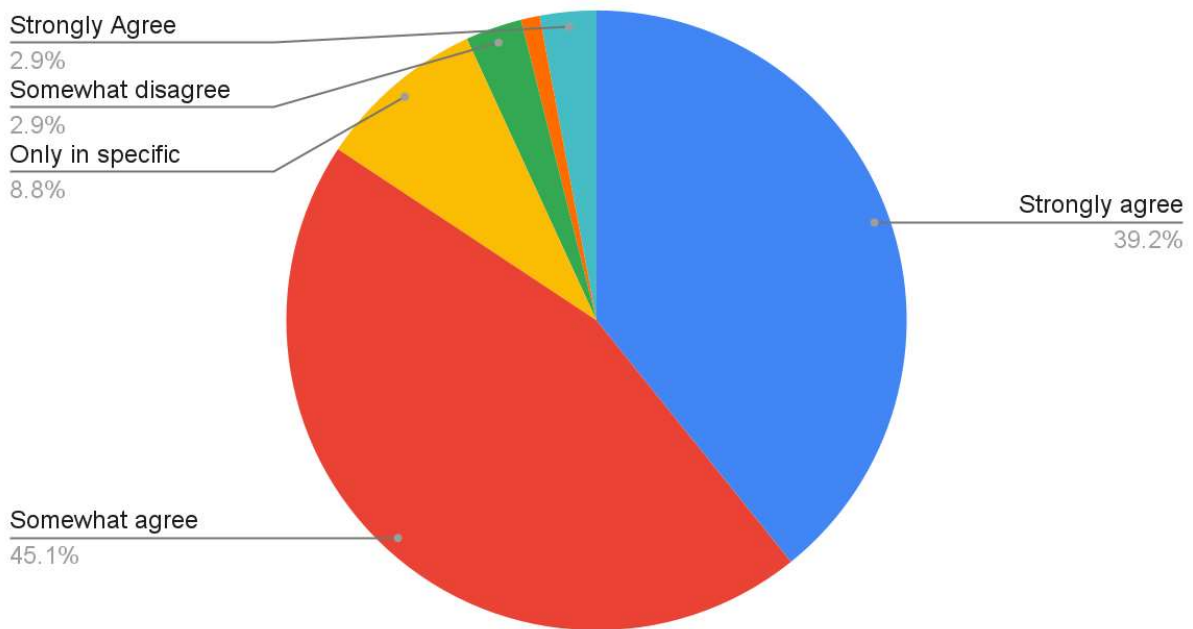
St. Margarets Truth, Reconciliation, and Reparations Task Force

2021 Survey Results

Question #1: I feel comfortable talking about race.

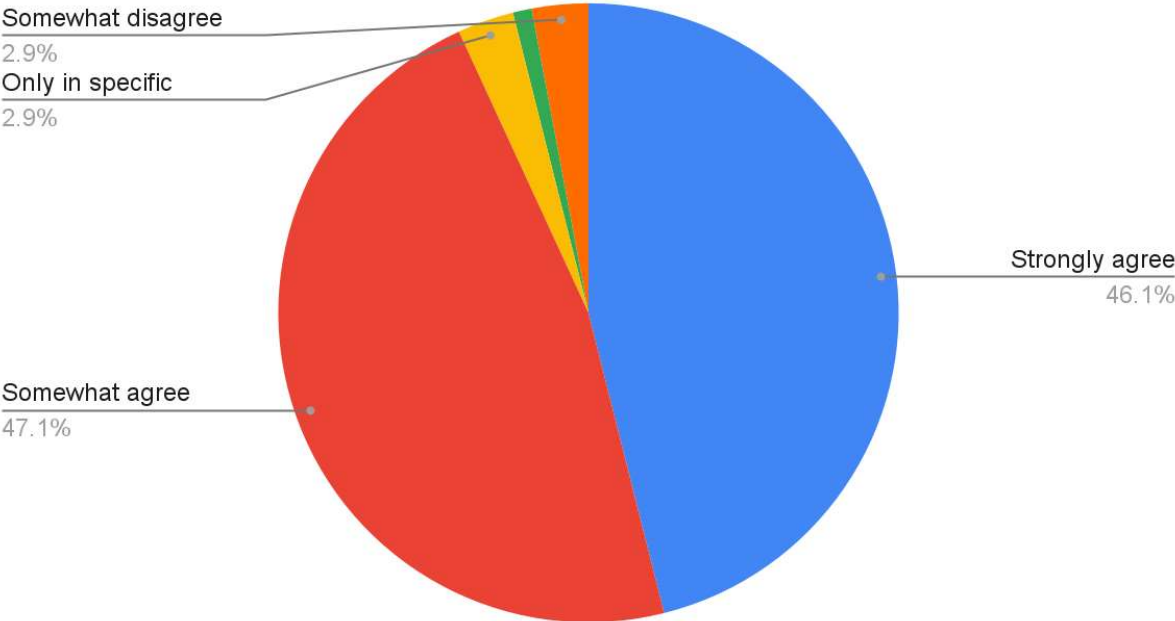
Response Options: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree, Only in specific situations or with specific people, Do not know

1. I feel comfortable talking about race.



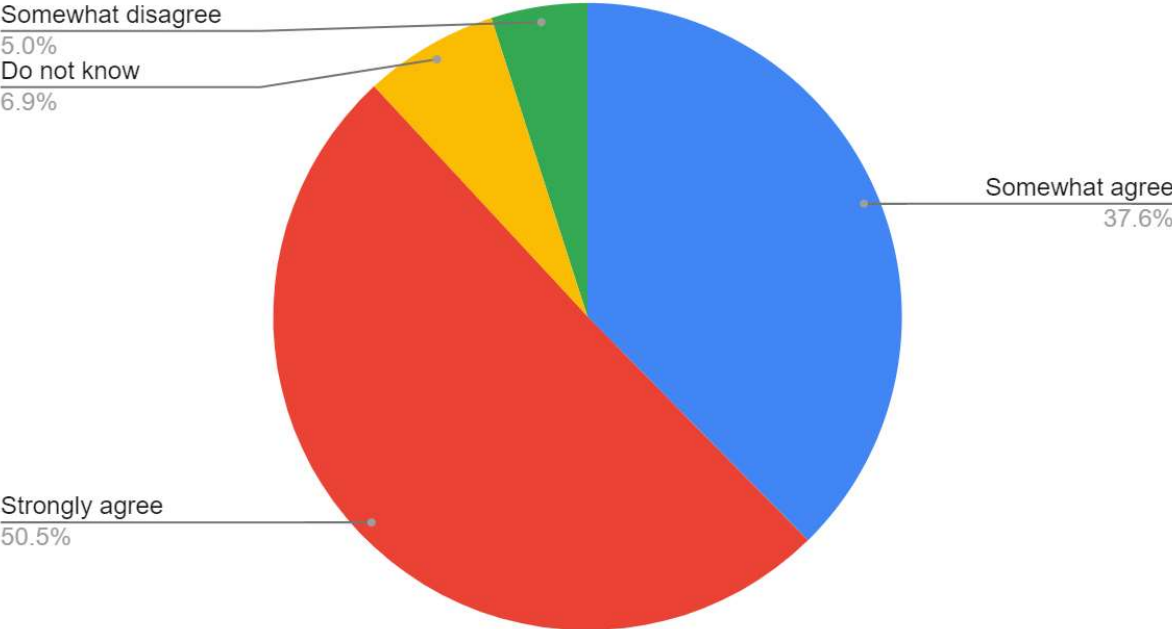
Question #2: I feel comfortable listening to others talk about race.
Response Options: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree, Only in specific situations or with specific people, Do not know

2. I feel comfortable listening to others talk about race.



Question #3: I believe SMC embraces a commitment to racial equity.
Response Options: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree, Do not know

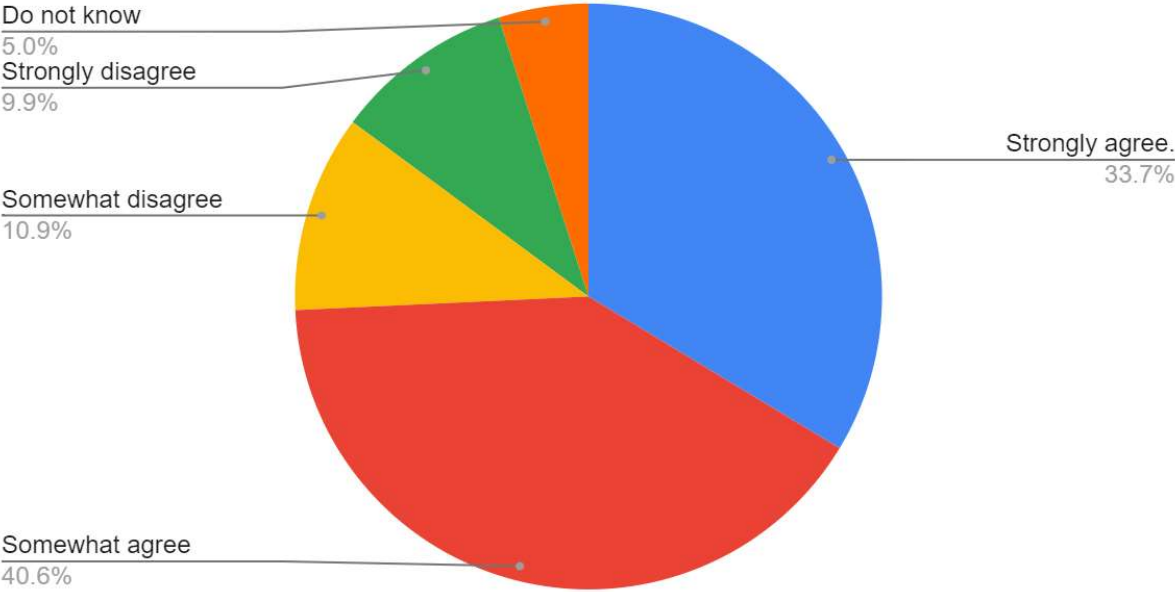
3. I believe SMC embraces a commitment to racial equity.



Question #4. I am actively involved in advancing racial equity at school, work, home and/or in my social groups.

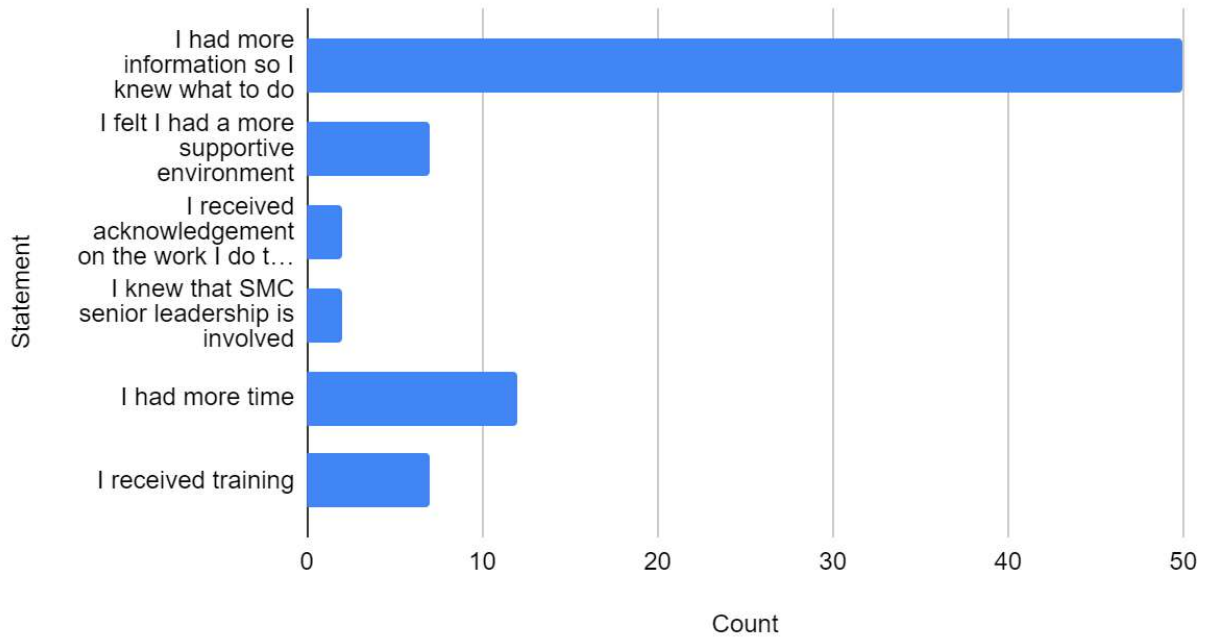
Response Options: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree, Do not know

4. I am actively involved in advancing racial equity at school, work, home and/or in my social groups. •

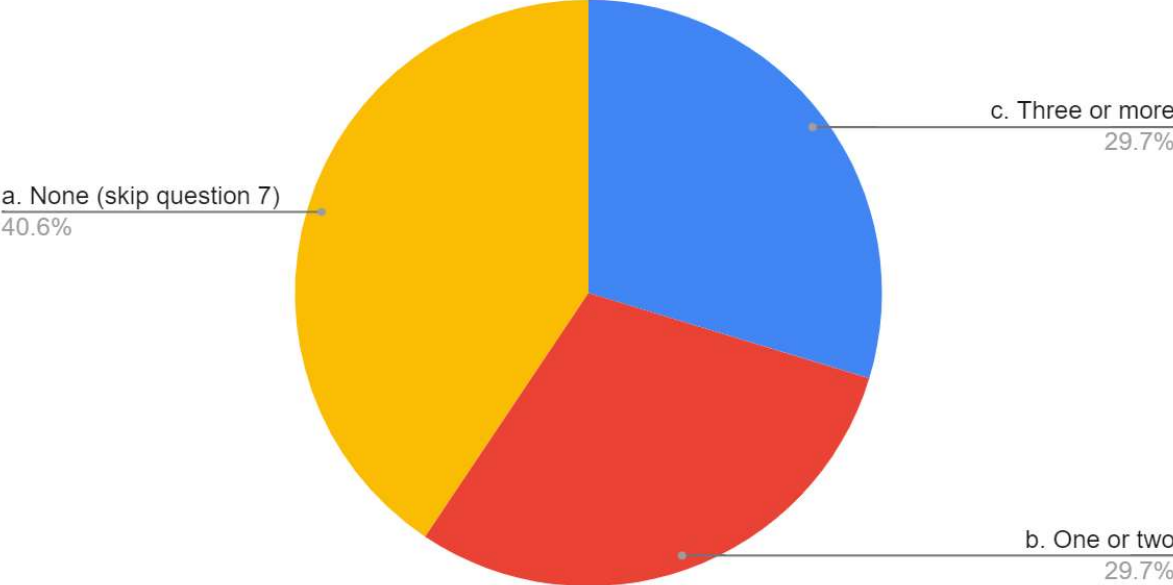


Question #5: I would become more active in advancing racial equity if...
[Respondents were asked to mark all that apply]

5. I would become more active in advancing racial equity if...



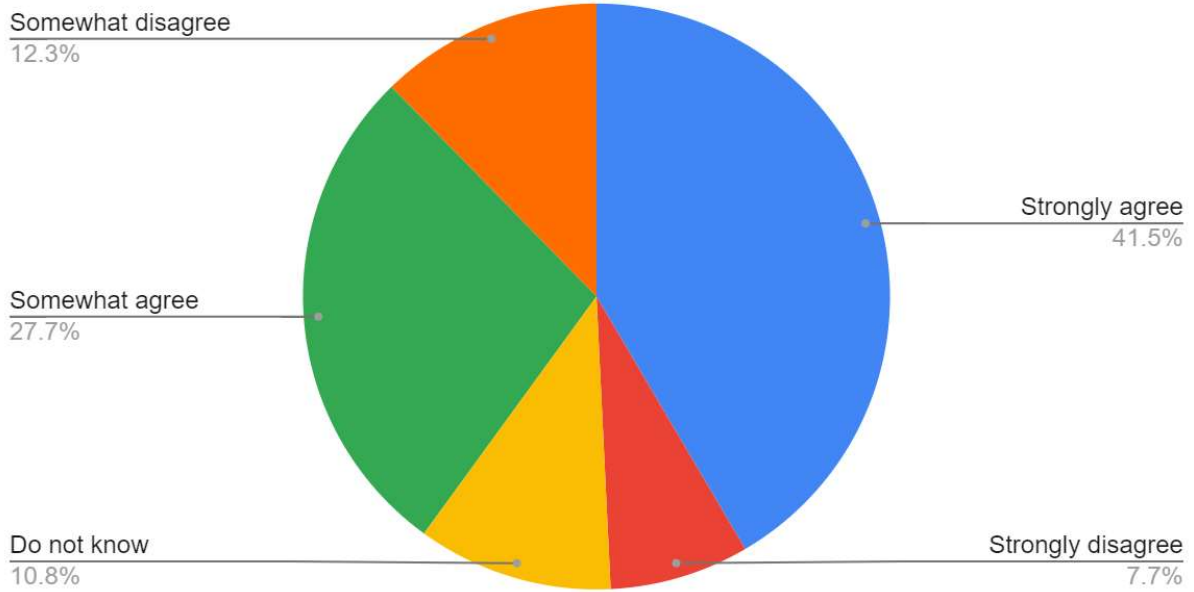
6. How many training sessions / workshops/ presentations about racial equity have you attended either at St. Margaret's...



Question #7 I did participate in racial equity training/workshop/ presentation and I found the training/ workshops/ presentations worthwhile.:

Response Options: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree, Do not know

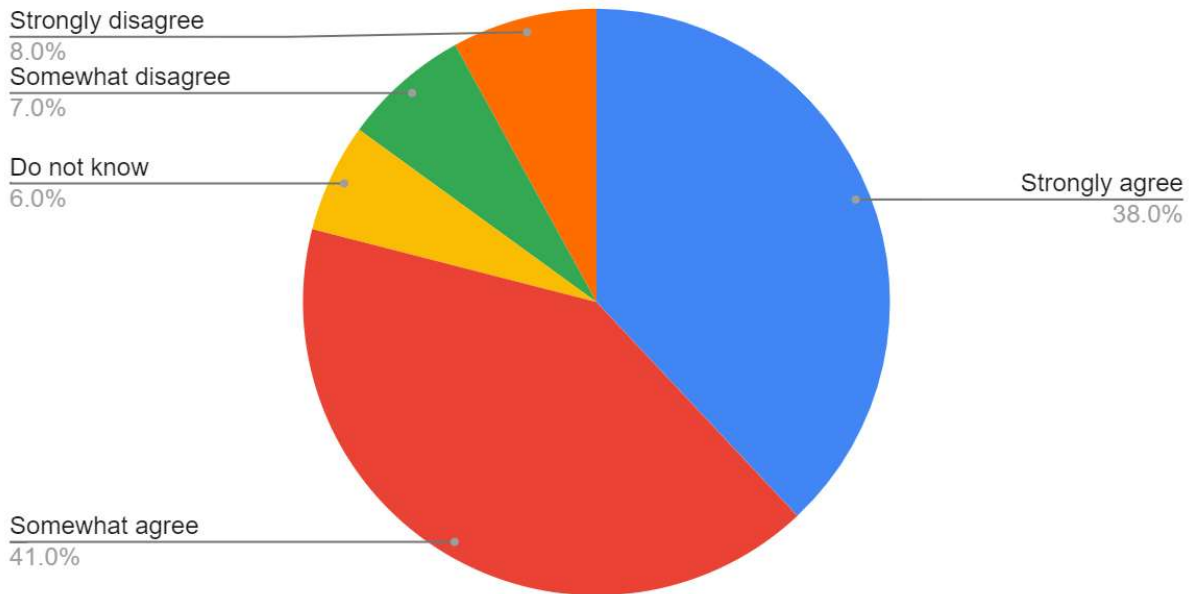
7. I did participate in racial equity training /workshop/ presentation, and I found such training / workshops/ presenta...



Question #8: I can identify examples of institutional racism

Response Options: Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree, Do not know

8. I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white peo...



8A

Institutional racism is defined as racism perpetrated by social and political institutions, such as schools, courts, or the military. Unlike the racism perpetrated by individuals, institutional racism, also referred to as systemic racism, has the power to negatively affect the bulk of people belonging to a racial group. **Institutional racism can be seen in areas of wealth and income, criminal justice, employment, health care, housing, education, and politics, among others...**

SMC administrative staff and SMC School staff/students absence of People of Color.
Education
Difficulty obtaining loans and affording the interest rates when purchasing homes
Housing and lending practices
Dismissing or scoring lower resumes based on a person's name sounding black or Latino
Food deserts. Health care access related to location of services and insurance coverage.
Dismissing or scoring lower resumes based on a person's name sounding black or Latino

Two job candidates with identical resumes; one has an African sounding name, one a white sounding name. White names are preferred and get more jobs.

Online school

Justice system, employment,

Having only one color of bandaid available; not having a wide variety of skin-colored crayons, pretending everyone is treated equal when they obviously are not.

Financial services including home and auto loans.

Professional Employment

Education

Yes.

Judicial system

Having only one color of bandaid available; not having a wide variety of skin-colored crayons, pretending everyone is treated equal when they obviously are not.

Housing practices

Exclusive Country Clubs, private pools requiring recommendations of members.

Prison, 1950's era child support laws, drug law.

I know there are examples but I can't think of any of the top of my head

Race-based Police discrimination/brutality

Housing inequity

White children with the same test scores/grades are more likely to be identified for gifted/advanced programs than children of color

red lining

Inherited placement or acceptance

Affirmative action

Senior leadership in federal agencies

police

Prison system

A prospective black homebuyer looking at a home in a predominantly white neighborhood getting specifically described in informal side conversations as a black homebuyer rather than just "homebuyer," ... or a newcomer in the church pew being identified in coffee hour chatter among others as being "the black person at the such and such service" etc.

Deprofessionalizing black women's hair - a small but pervasive way to make sure they don't fit in unless they conform to a white standard. We do the same with "ethnic" names, non-Christian religious affiliation, and a whole host of other prejudices.

off the top of my head, how can the church community help POC move into our district?

public housing policy

Less training leads to lower-level jobs that are difficult, such as minorities working at the MVA...when a white customer has difficulty with an MVA worker they blame "black people" instead of the institution itself.

Unfortunately a long list. Housing, Farming, Education, Food Access in Urban and Rural areas; Press/media; Publications for primary schooling, health care, houses of worship; banking; judicial system; sports - professional and collegiate.

Access to covid vaccine

Barriers to higher education like the SAT, which privileges the economically advantaged applicant.

Housing prices in Anne Arundel County cluster people of color into a few school systems which causes differences in education and resources provided to students due to things like teacher and admin preference of where to teach.

AA county schools ? Assessments ?

Better qualified teachers are offered positions at more white/higher income bracket schools. Less qualified teachers work at minority/low income schools.

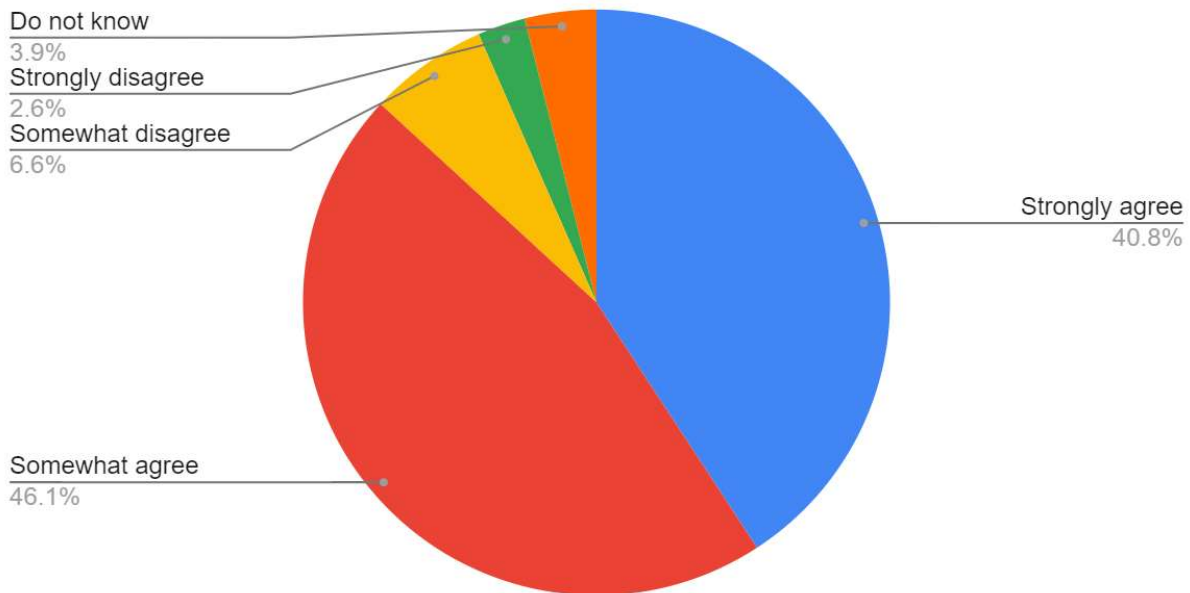
Honestly, I have a hard time differentiating between institutional racism and what might be called institutional classism. So many of the examples I've heard people give have to do with economic status (a company offering payment for its employees to park at their office but not paying for an employee's bus fare, for example) and not with race in particular. I'd like more training on how to identify institutional racism.

Criminal justice system

Corporate offices, the judicial system

Red-lining loans

9. I can identify examples of interpersonal/individual racism (for example, using coded language, questioning someone's com...



9a) If you can, identify an example of Interpersonal/individual racism that you have encountered. (Please fill in the blank.)

Failure to recognize and honor People of Color who have become part of America's middle class.

An assumption that a Black person is incapable of doing something

I don't understand how some of these parents drive Cadillacs but their child receives free lunch!

At work in an all white office, we might say "Oh, they have a ghetto name." implying poor and black and inferior.

Black people speaking who are called "articulate" when white people are not; the assumption of poor communication ability.

Having to work harder to earn respect, credibility.

I encounter examples of questioning professional competence regularly.

Hiring

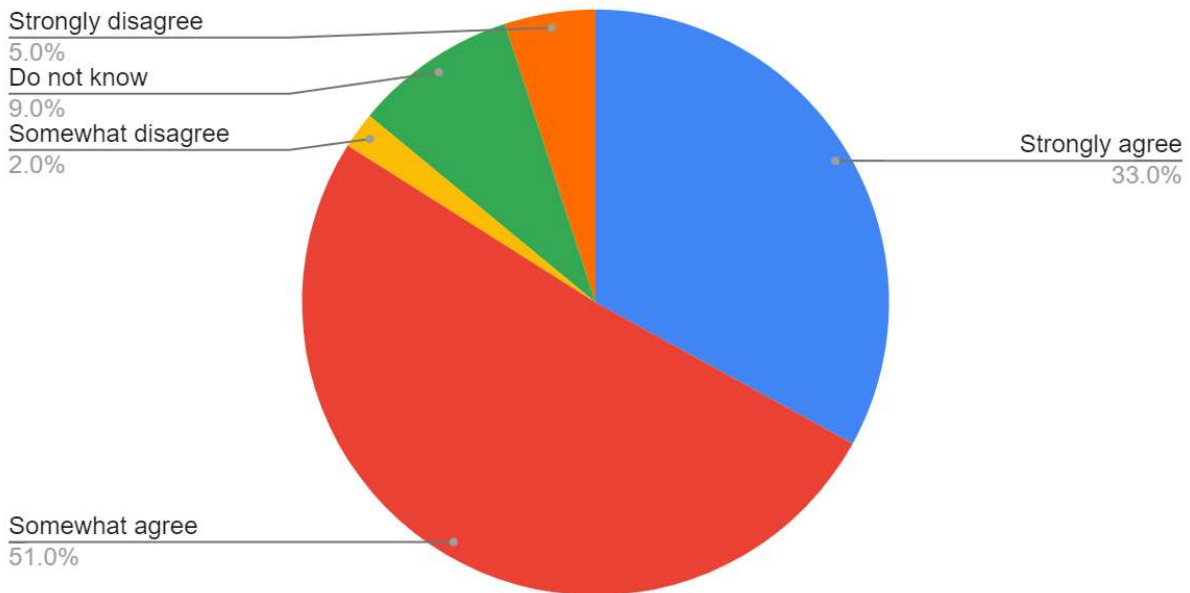
Black people speaking who are called "articulate" when white people are not; the assumption of poor communication ability.

Being stereotyped concerning my background

Once I became aware that people of color were offended during a sales transaction when people put their money on the counter instead of in their hand, I began placing my change in their hand. Shortly after I changed this habit, a clerk thanked me. This was a "microaggression" I had been unaware of.

Assuming that specifically black people are stupid because they don't speak proper English, or don't dress well.
Someone at my school made fun of me and was rude for me for no good reason which probably had to do with my race. Cause she didn't do it to the other girls there as much and most of them were the same color as her
Racist jokes/Questioning someone's intelligence based on race
"Where are you from?" to Asian Americans.
a neighbor asked for prayers as her son was returning to NC in his Audie after a visit.
Supervisor saying 'one of them' in reference to someone or group not white
Racist family members frequently use slurs and "they".
When a white person talking to me has to identify the race (if black, or Asian for example) of the person being talked about but, if the person being talked about is white, no mention of race distinction exists.
My husband referred to "the Mexicans" when we drove by a construction site.
he is "well spoken" & "I don't see color"
If you are Asian, you must be good at Math.
In a book group discussion about Octavia Butler's "Kindred," several White women agreed that the book was not "well written." This seemed like implicit bias against a Black author.
Overheard and Facebook conversations of concern about youth from the neighboring community coming into our neighborhood to use the basketball court - when it is clear that the neighboring community is made up mostly of people of color. I don't think the same concern would be expressed if the neighboring community were white and affluent.
The AACo Teacher of the Year nominees came out and someone I know expressed their displeasure at how few people of color were nominated. Another person gave as a reason that there was "a lot of paperwork involved," indicating that black teachers would neither have the time nor inclination/motivation to do so much paperwork.
Comments about hair styles
Seeing posts on "Suspicious people" on Nextdoor, not opening door for a black solicitor
Microaggressions
stereotyping based on race, racial profiling, etc.
White hockey fans telling a black man to go watch basketball.
Black or Hispanic families at our community beach being asked for evidence that they live in the neighborhood
people saying providing scholarships for AA children in the day school doesn't work because they have transportation issues
Nigger, Jew, "those people", jungle bunnies
Being "afraid" when in the company of people of another race or ethnic background
Assuming people with an ethnic background are spokespeople for (and are answerable for) an entire group of people.

10. I can identify examples of implicit/unconscious bias (when bias automatically shows in a person's language, affect, or b...



Implicit/ Unconscious Bias Examples:

10a) If you can, identify an example of implicit/unconscious bias. (Please fill in the blank.)
Choosing to reside in communities without racial diversity, citing "better schools, and keeping up property values".
If a person of color is driving an expensive car, it has been said they must be "drug dealers" to afford the car.
Using inappropriate names
Crossing the street to avoid a black man.
Crossing the street to avoid a black man.
I might automatically hug a white person that I know sort of, but once found myself not hugging a black person who I knew just as well.
Implicit Assoc Test is good to identify bias
When white people move away from black people in public settings such as elevators or lines.
Friendships
Yes.
When white people move away from black people in public settings such as elevators or lines.
Assuming one comes from a low or high socioeconomic status

Attributing certain characteristics to someone based on the color of their skin
Attempting to simplify a complicated subject when unknowingly, that individual is likely smarter than you and already has a comprehensive understanding.
Black women are offered pain drugs less frequently than white women when in labor
If encounter a person especially if wearing a hoodie at dusk feel uncomfortable
Mocking accent or pronunciation
Assumptions about Black patrons shopping in upscale stores.
I have witnessed police officers in Baltimore clearly discriminating against black people.
"they" or "city people"
when someone I am with speaks in generalities and just assumes that I am on the same page because I am their friend
When well meaning faculty correct Black speech because it is not standard English.
my answer in 8(a) - my implicit bias is that POC don't live around SMC but I don't know that to be certain.
Shopping; walking in my neighborhood - especially if I don't have the dog
Referring to an African American as "articulate"
Students questioned the credentials of a Black female professor.
Can't think of an actual example I've seen recently - but an example would be if someone were visibly uncomfortable with a person of color while being open and receptive to a white person.
Automatically being more wary of a stranger if he/she is of a different race.
A person is at a store and is told by an employee that "the manager is over there." She approaches two men, one white and one black. She begins talking to the white man, assuming he is the manager.
Words like master's suite
Same as number 9
I have had quite a few African American in my life. I went to many social gatherings with one person in particular and we would often talk about how we experienced the time - it was a good reminder that how I experienced people and their actions is not how others necessarily did. One example was that since he was black he must be a good athlete. Or an Asian friend who since he was Asian that is why he had a 98th percentile IQ. But we would also discuss the challenges I as a woman encountered in corporate settings and assumptions that were often falsely made.
putting your purse on your other shoulder when passing someone of another race.
Noticing when a POC is "eloquent "

Saying people would rather collect unemployment than take a minimum wage job

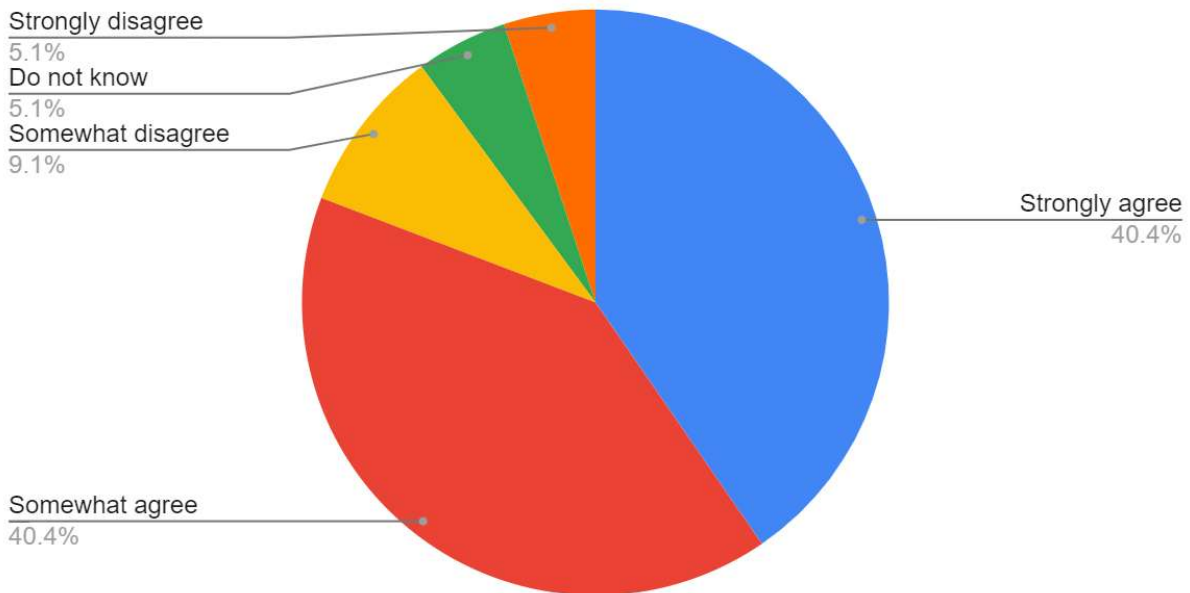
Only visiting homes of white professional colleagues

Only recently becoming aware of the lack of diversity in film, TV; and finally seeing this imbalance starting to be addressed.

Not greeting someone of another race the same as someone of your own race.

Assuming people are good at/interested in activities or topics based on stereotypes.

11. I can identify examples of structural/systemic racism (i.e., people of color have been left out of wealth creation, legal re...



11a) If you can, identify an example of structural/systemic racism. (Please fill in the blank.)

Gentrification of existing People of Color communities through imposition of property taxes based on assessed property value without recognition of either existing or historical basis of why the People of Color communities exist in the first place.

Housing

see #8a

Inequality in educational facilities

Redlining neighborhoods and not selling homes in certain areas to people of color

Racism in community covenant documents (Cape St Clair)

Redlining neighborhoods and not selling homes in certain areas to people of color

Bank loans are given less frequently and at higher rates to black-owned small businesses than to white ones. A legacy of red-lining and banking practices from Jim Crow.

Home ownership

The difference in rates of homeownership by race

Encouragement, explicit invitation to participate in education- school based invitations. Barriers not addressed.
The fact that most White insurrectionists from the January 6th riot were released and our jails are filled with people of color simply because they do not have cash bail.
Redlining
Yes
The difference in rates of homeownership by race
Housing practices
When realtors steer people of color to or away from neighborhoods based on their race.
Getting a lower price on your home because of your race. Wealth creation for anyone of lower class is unlikely to happen, especially when they are ignorant.
Transportation & Housing
The appallingly segregated schools within AACPS
public school system St. Anne's School gave a scholarship to a girl and listening to her testimony when she graduated was enlightening
My neighborhood is almost totally white
Look at the numbers/statistics.
Highway construction in urban areas
neighborhoods that have had only white residents and like it that way, rather than believing that they are missing something.
I live in a nice neighborhood with about 40 homes, only 2 of which are owned by Black families. Our intergenerational wealth helped us get here.
legal system; schools; voting - even getting COVID vaccine
home ownership is far more difficult for people of color
Neighborhood/school/church is all white because minorities don't have the money to live there.
Red lining to block Black home ownership.
I know what they are and that they exist - however, I don't work in business, law, real estate, banking, so I don't see actual obvious examples.
Housing authority ?
I believe this is referring to highways going through black neighborhoods, or gentrifying neighborhoods without relocating the current inhabitants to a safe place.
Funding for new education buildings goes toward predominantly white areas while schools in black areas are left in a state of decrepitude.
Predatory lending
Real estate areas and prices of homes in areas of non white communities
Lack of stroke screening among black children with sickle cell disease (recently highlighted in the Washington Post)

An example is under-resourced children who do not get exposure to all the options they have professionally and so cannot see themselves in a way that could best utilize the gifts they have been given.

Redlining

Redlining in neighborhoods, homes in mostly black neighborhoods not going up in value. Policing, high level of incarceration for non-violent crimes

Realtors selling minorities high interest loans

See 8 above

Class-action lawsuits that had to be filed by Blacks working in the financial industry, as reported by the Washington Post. In the article a Black financial advisor was told by a White colleague that he would never advance because clients want people who look like him (the White man).

Poorer school systems

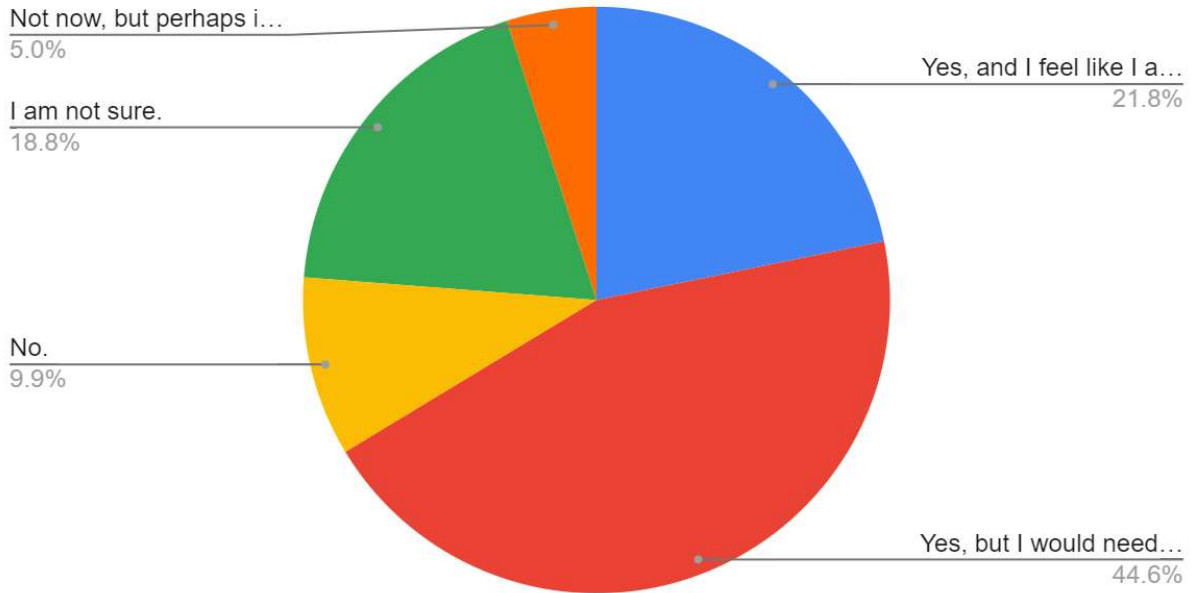
Home ownership

Redlining in real estate financing.

Question #12: Would you participate in the reconciliation process with African Americans in our community?

Response options: Yes and I feel like I am prepared to do so now, Yes but I would need additional training and support, I am not sure, Not now but perhaps in the future, No.

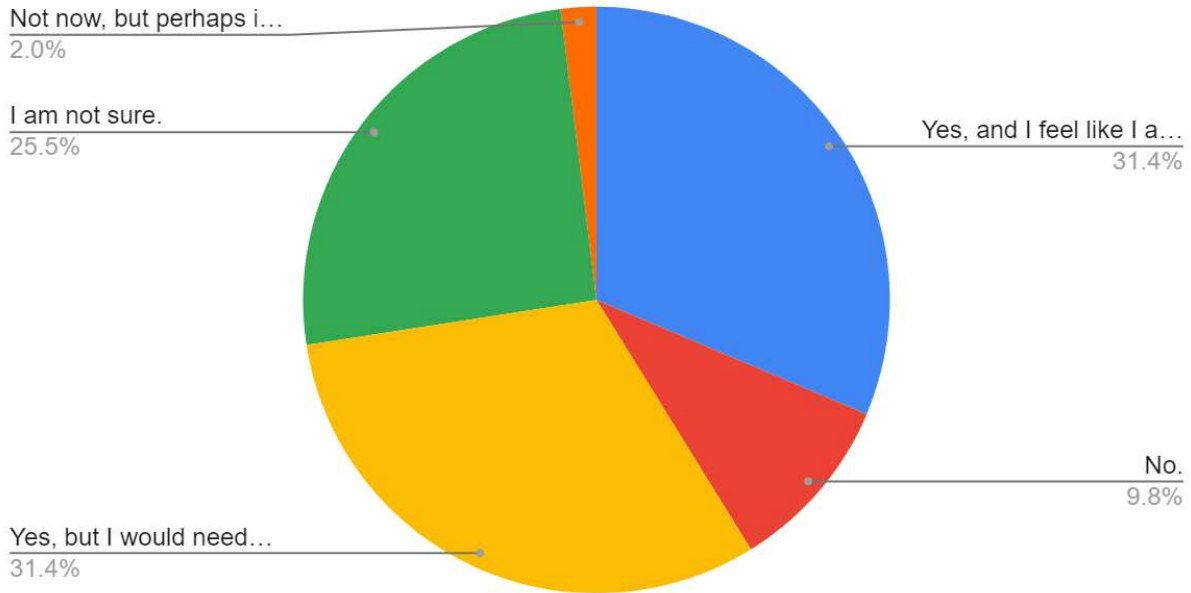
12. Would you participate in the reconciliation process with African Americans in our community?



Question #13: Would you support SMC reparation actions for African Americans in our community

Response options: Yes and I feel like I am prepared to do so now, Yes but I would need additional training and support, I am not sure, Not now but perhaps in the future, No.

13. Would you support SMC reparation actions for African Americans in our community?



Question #14.

These are some of the suggestions from the Episcopal Diocese of Maryland website on Reconciliation and Reparations. Check all that may apply for SMC. • Academic scholarships. For example: “The Sutton Scholars® High School Enrichment Program • Improve housing opportunities for the disenfranchised. • Sustaining existing communities that support needed services. For example, food banks, job training, medical access, day care, tutoring & literacy programs, homeless assistance, etc.

What suggestions do you have for SMC concerning reconciliation and reparations?

1. Establish lasting relationships with People of Color communities, churches, and organizations within the Broadneck Peninsula. 2. Include People of Color within the SMC administrative and SMC School staff. 3. Establish SMC School scholarships to have a diverse student body. 4. Establish Grant selection criteria for programs that benefit People of Color within the Broadneck Peninsula. 5. Require that all SMC staff (clergy and lay), and all Vestry and Commission leaders complete racial awareness and equity training. 6. Memorialize the contributions that enslaved people have made for the establishment, construction, and support of SMC throughout its history. 7. Identify and acknowledge the damage done to People of Color by SMC and its leaders throughout the parish's history and present day practices.

SMC Scholarship program

The examples cover any suggestions I may have.

Sutton scholars, scholarship assistance, and financial assistance

Local scholarships to students in the Broadneck community. Subsidies for a teacher or teacher's assistant for a person of color in the Day School. More scholarships to the Day School specifically for children of color. Computers and internet for families In need .

I would like to know the success of current initiatives in these areas. How effective is the medical office in the Glenwood Highrise? Do residents use it? Why/why not? Are current tutoring services being taken advantage of by those who need it? Are they able to access the services? Are the services offered at the right time, in the right place? Do the services actually lead to reconciliation and reparations or are they perpetuating the cycle for some reason that needs to be discovered?

Local scholarships to students in the Broadneck community. Subsidies for a teacher or teacher's assistant for a person of color in the Day School. More scholarships to the Day School specifically for children of color. Computers and internet for families In need .

I attend SMC for spirituality and rejuvenation, an escape, if you will, from the burdens brought on by news and world events. While the above issues are extremely important, I do hesitate to fully support the church's focus if it takes away from what I need as a parishioner. I think SMC is admirable for the many outreach programs, support of community needs, and foreign mission work that we do; however, the idea of reparations aligns us politically, and I am against that when it comes to my spiritual life.

Be strong like a dragon. Do not move forward with pre-conceptions.

Community engagement for housing opportunities, ACT, Sutton Scholars and Seeds 4 Success (an Annapolis based program), Club at Collington Square (that our Guild supports) and asking the African American community how best we can help

nothing additional comes to mind - hopefully current programs are helping....

Ask black members of the community what they think is fair and right, and really listen. Stop pretending that we are an open and welcoming congregation to all races.

Structured consistent mentoring programs for individuals and families.

I think much progress could be made by attacking the issues that disproportionately affect people of color. For example universal health Care and a minimum living wage would be a good start. Framing reparations as for specific groups I fear will harden attitudes.
Ask black members of the community what they think is fair and right, and really listen. Stop pretending that we are an open and welcoming congregation to all races.
Broadening our outreach to low income families with food and tutoring
Offer scholarships to our Day School, marketing these scholarships to our black neighbors in Browns Woods and other nearby black communities. We do a very good job being inclusive of LGBT individuals, could we expand that diversity to include people of color?
Lump sum payments in crypto currency. Scholarships for business classes or finance. Scholarships for programming and coding classes. Highschool enrichment would be a waste of funds because if someone wants to fail and doesn't care, they will fail.
none
I absolutely do not support this movement.
All of these suggestions seem appropriate to me - In addition, it would be good for us to collaborate with Black churches in the area to listen to their ideas/support them/collaborate
Scholarships, Reduced cost child care, Food bank, Homeless assistance, Job training
I think it's important that our reparations are meaningful for the history of SMC, and direct. (For example, pay St. Phillips for the lectern that we have that they should have gotten.) We have to be very careful not to launch programs that we *think* are helpful, and instead walk alongside Black churches to help as *they* want us to help
scholarships to the day school,
Continuation of the support being offered to West Annapolis Pop Up, and other food, baby care ministries...youth group volunteer projects
Working on many if not all of the above.
I do not support reparations. However, I believe in education starting in pre-school as a way to help tremendously as a way forward to a successful life.
Let's see people by their values and behavior, not the color of their skin
I think SMC just being a church involved in the local community is enough. We can't successfully un-do the nastiness of slavery, etc. by throwing money and time at a community that we cannot prove are the descendants of those who SMC may have taken advantage of in the past.
Sutton Scholars
I don't think our church should be involved in any monetary reparations because of the perception that comes along with this. There is a ton of education that needs to happen around this and that is an up hill battle that will take time. I also struggle with the fact that part of our offerings go to the diocese that make monetary reparations. Maybe that is an ok thing but I don't know where exactly that money is going and so I am left to make assumptions.
On a separate note and could be perceived as somewhat related, I think our church has way too many political undertones. These are causing and could continue to cause in the future, families to leave because they do not feel included because of different political beliefs... which would go against the "inclusion" that SMC is striving for and I loved about our church when I first came. We need to take all political commentary, undertones out of our church so everyone feels like they are at home and are included.

Include a few members (one or two) from outside our congregation to be seated voting members of the Grants Committee holding rotating terms just as the current parish members do. There used to be a "community" member slot for a non SMC person, referring to a person of the SMC church Broadneck neighborhood, but that tradition went away. For another several years a community member, black, from St. Philips, was invited to be one of the 12 voting members. After his 3 year term we had only SMC members.

Provide meaningful job training, school tutoring, and financial support to marginalized families.

I think you are on the right track. I would focus on EDUCATION, EDUCATION, EDUCATION - start young and nurture success and higher learning opportunities. Additionally, find teachers who don't look like teachers I had - majority white women followed by a small group of white men. I think all children need to see that "leaders" come in all sizes, shapes, colors, sexes, etc. Ideally, as a nation, any disenfranchised person should get the opportunity for a free or greatly reduced college education. That, to me, is a small reparation that is planting the seeds for a path towards equality.

Invite more folks from traditionally black churches to worship at SMC and attend fellowship opportunities

Those programs address a segment of the African American population. African Americans face systemic racism no matter what their current economic/educational status. What healing/learning is suggested to engage with populations that do not need support services. The question is not how you can help others. It is about how we as a corporate entity come to understand and change the structures that tear away the very essence of Christianity and humanity. Step into the gap. Ask questions. If you are standing in a room or a crowd - what do you see? What should you see? Why don't you see...?

I believe it is critical that members of communities we are reaching out to need to be asked what they want and need.

I think the suggestions should come from the Black community.

Have more conversation about *specific* actions we can take to support policies that tip the balance in favor of better services for people of color. I don't believe the church itself should be directly involved in politics, but it can provide programs for parishioners to learn how we can be better advocates for change.

Improved housing , sustaining existing communities; dialog w community leaders,

SMC does a lot of these already. It's best to focus on a few and do them well.

Opportunities for connection with people of color in our community is most important to me. Giving support through scholarships is something I would support. I believe that working together would be very positive, but am opposed to the idea of distributing money ONLY. Education, understanding and fellowship are what are needed most, in my opinion.

Opportunities to serve together with black churches (i.e., joint volunteer activities)

We have a family friend who is a therapist and happens to be African American. She recently was a part of a discussion with a church group and I was invited to listen. She suggested to the group that their next steps were - 1) Self-Awareness (e.g. implicit biases, etc.) 2) Internal Skills (e.g. addressing guilt and shame, taking offense, etc.) 3) External Skills (e.g. expanding circle of interactions to include people of color and building deep relationships). I do like her suggestion. And there is another group that I was in last week much closer to home that invited the Annapolis Police Chief to talk about issues he sees right here. I was so grateful to hear that discussion because it expanded my understanding based on some of his good insights as an African American police chief.

Some of the questions in the survey above seemed out of place to me. It made me wonder if the discussion thus far has been based on relationships of love and not in inclusive discussions with our African American brothers and sisters in Christ. It made me feel like actions could be taken out of guilt , not love which often doesn't usually stand up to the test of time. Bishop Curry gave a powerful sermon at the National Cathedral Pentecost Sunday and I am ready to join his "revolution". I always have more to learn about how to be present and better serve those God has put into my life. I would encourage all of us to follow his lead.

Personally I want to be in a relationship with my African American brothers and sisters first not just start another program or give money to something. On this particular topic, I already am partnering with one African American friend who has felt called

to a very specific ministry. That is where I want to put my effort and resources. I have been in a biweekly discussion he has led over the last months that have both challenged my thinking but also given me such hope. I am reminded often of what he asked me many years ago - "why do white people just want to talk about race rather than be in a relationship." That question really made me stop and think about how I wanted to show up with and for my African American brothers and sisters. Since I haven't been a part of this discussion I don't know the vision. I have just heard about it from others. Maybe you have a plan. I think we as the St. Margaret's community are always challenged to think about how we can strengthen and encourage our bonds of love and commitment to our African American brothers and sisters in Christ through friendships, and sharing of resources and look for ways to jointly work on the challenges of systemic racism. I want actions that will stand the test of time and be transferred to the next generation?

Supporting minority empowerment programs in and around Annapolis

I don't think we should be the ones deciding! Obviously we have to work with groups and organizations within the Black community

Scholarships and targeted recruitment of African American children for the day school plus efforts to support their attendance and parent participation

All of above, especially Sutton Scholars program

My chief recommendation is to educate SMC on how to go about reparations the right way, and how to be truly aware and sensitive to the needs of the community. I am very interested in getting involved, but I feel I need education from those who are already leading this effort. This education would include learning where the need is, learning the framework and guidelines to go by, and perhaps attend workshops that help me challenge my own biases and learn to identify/manage them, so that I can better serve the reparations effort.

Transportation for voting, vaccination, literacy programs

None at this time.