

## Diocesan Synod – 30 November 2022

### Racial Justice Priority item

#### *Item content*

Section of item	Led by
<ul style="list-style-type: none"> <li><b>Introduction by the Chair of the Diocesan Synod</b></li> </ul>	The Rt Revd & Rt Hon Dame Sarah Mullaly, Bishop of London
<ul style="list-style-type: none"> <li><b>Introduction to the item</b> Including reference to: <i>The Racial Justice Priority Group website:</i> <a href="https://www.london.anglican.org/our-2030-vision/racial-justice/">https://www.london.anglican.org/our-2030-vision/racial-justice/</a></li> </ul>	By co-Chairs of the Racial Justice Priority Group (RJPG) The Rt Revd Dr Joanne Grenfell, Bishop of Stepney Monica Bolley, Head of Governance
<ul style="list-style-type: none"> <li><b>Brief overview of documents circulated for this time *</b></li> </ul>	The Rt Revd Dr Joanne Grenfell, Bishop of Stepney  <i>(Originally due to be led by Stephanie Ajayi, Racial Justice Priority Group Consultant, who was absent)</i>
<ul style="list-style-type: none"> <li><b>A Presentation of Statistics</b> (e.g. education, prison), showing the hidden and structural nature of racism  <i>Slides attached</i></li> </ul>	Georgina Graham, Archdeaconry of London - Operations Manager
<ul style="list-style-type: none"> <li><b>Dialogue towards anti-racism - Bishop Rob's journey</b>  Amatu asks Bishop Rob: <ul style="list-style-type: none"> <li>- Why is anti-racism important to you?</li> <li>- What steps have you personally had to take?</li> <li>- What have you lost and what have you gained in the process?</li> </ul> <i>Bishop Rob's script attached</i> </li> </ul>	The Revd Preb Dr Amatu Christian-Iwuagwu, Area Director of Mission and Racial Justice for Edmonton Area, asks the questions.  The Rt Revd Rob Wickham, Bishop of Edmonton, responds.
<b>Diocesan Synod divides into groups to discuss the following questions:</b> <ul style="list-style-type: none"> <li>- Why should racial justice matter to you?</li> <li>- Why is it important that we strive for racial justice within our Church communities?</li> <li>- What one thing can you commit to doing personally?</li> </ul>	
<b>Feedback from the groups</b>	
<b>Conclusion of the item</b>	The Rt Revd & Rt Hon Dame Sarah Mullaly, Bishop of London

*\* List of the documents circulated to members of the Diocesan Synod for this item*

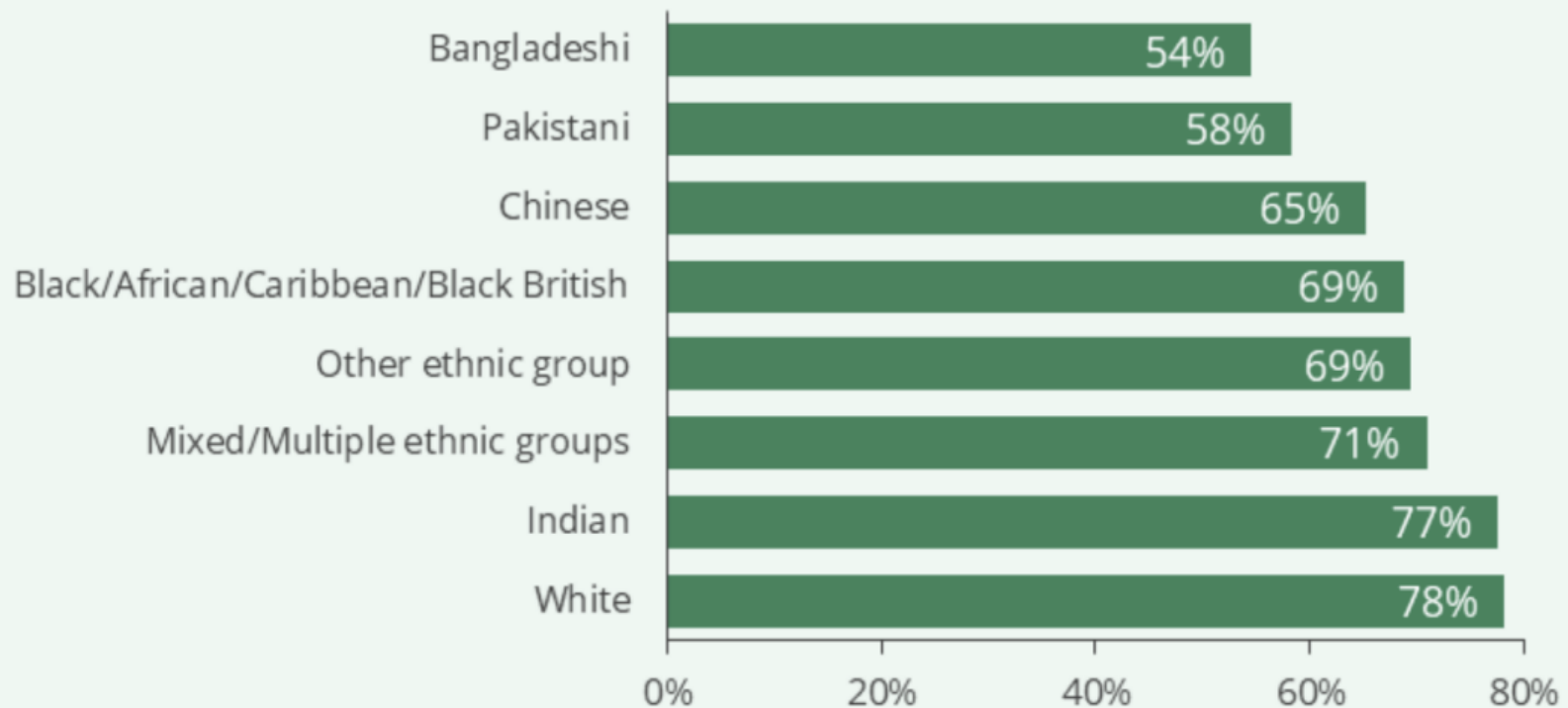
- Cover note including RJPG's purpose and membership.
- Racial Justice strategy (shorter PowerPoint version) - including slide on prayer bulletin
- Joint LDF/LDBS Anti-racism Statement
- Senior Staff racial justice community examen (Glimpses of glory, issues, hope)
- Church Times Article – 21 October 2022 'Global Majority Heritage clergy feel unsafe, new study shows')
- 10-point Action plan for churches
- Reference to: The Bishop of Willesden, the Rt Revd Lusa Nsenga-Ngoy's discussion with the Vicar of St John, Southall, the Revd Dr Anna Poulson - on the RJPG website



<https://www.london.anglican.org/our-2030-vision/racial-justice/>

## Employment rates by ethnic group

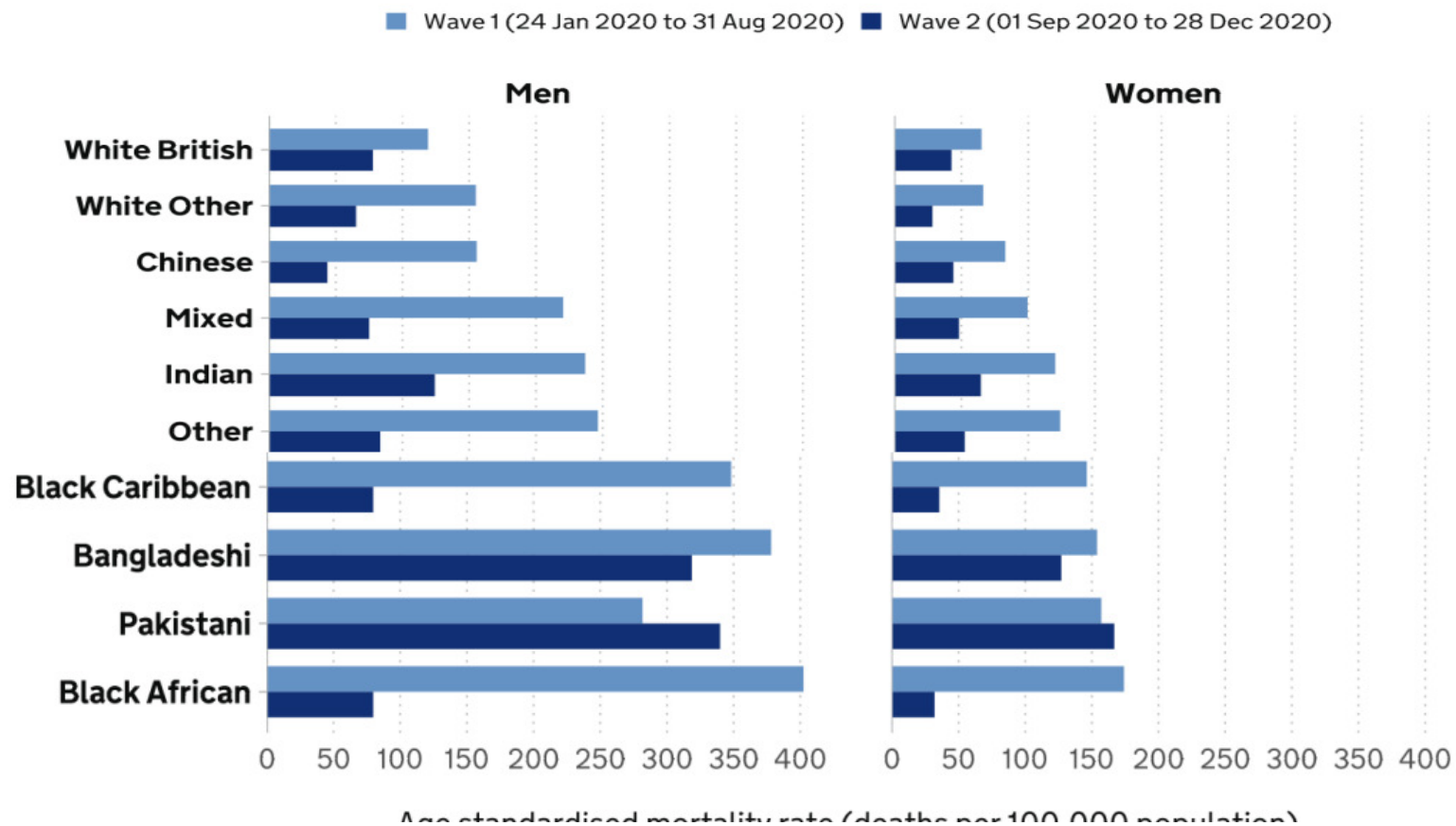
Aged 16-64, January-March 2020



Source: ONS, Labour Market status by ethnic group, May 2020

# HEALTH INEQUALITIES

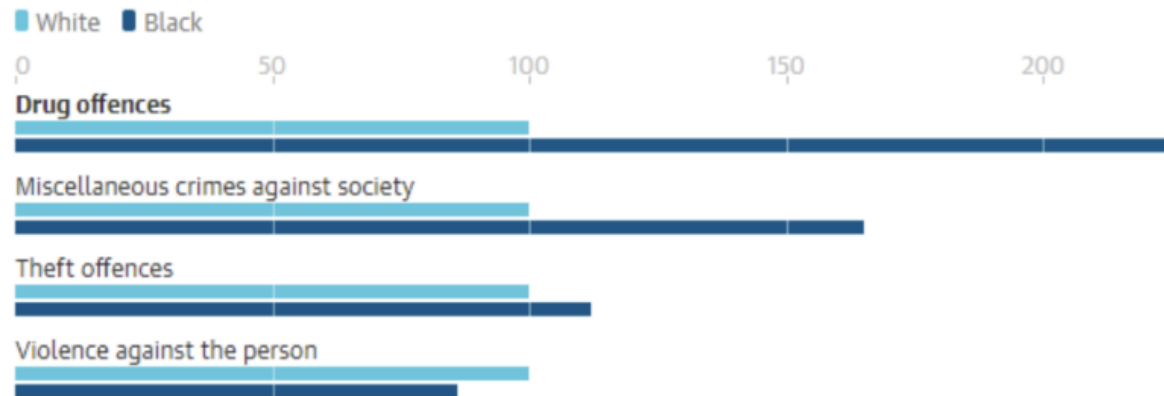
**Figure 21: COVID-19 age-standardised mortality rates in the first and second waves of the pandemic, by ethnicity and gender**



# CRIMINAL JUSTICE

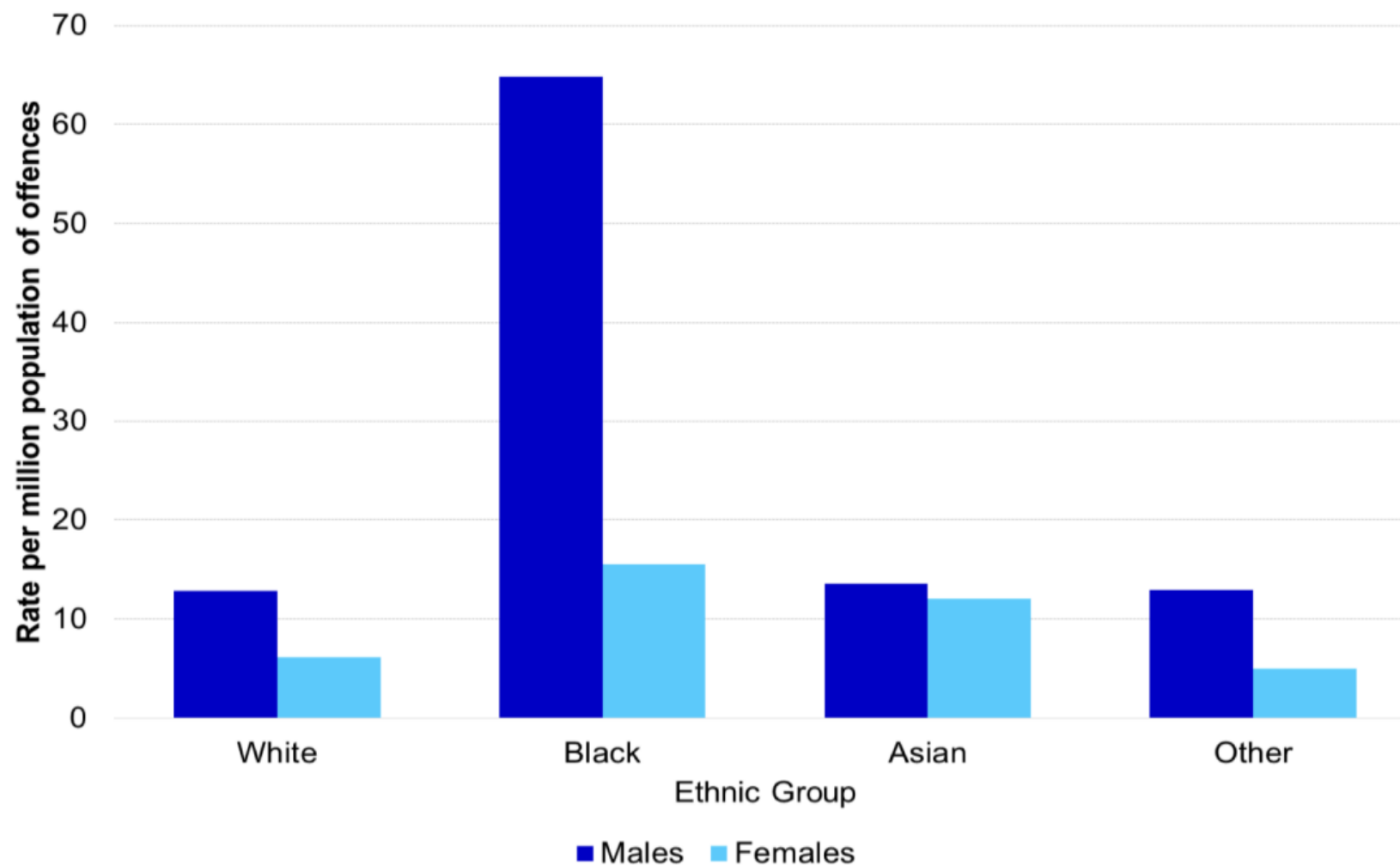
For every 100 white women handed custodial sentences at crown courts for drug offences, **the report found, 227 black women were sentenced to custody**

Relative rate index of adult women sentenced to custody in crown court, 2014. White women=100



Guardian graphic | Source: Ministry of Justice

**Figure 3.05: Rates per million population of offences currently recorded as homicide by ethnic appearance, sex and age group of victim, England and Wales, annual average (Source: Table 3.16)**



## **Dialogue towards Anti-racism**

**Responses by the Rt Revd Rob Wickham, Bishop of Edmonton to questions which formed part of the 'Racial Justice Priority' item at the Diocesan Synod meeting on Wednesday 30 November 2022**

- Why is anti-racism important to you?

Racism exists amongst us. It was the moment that at root, racism is a power dynamic, therefore once there is a recognition that racism exists, then I / we have to change to do something about it. It is my problem, and I cannot delete this to someone else. I am part of the issue- the Church looks too much like me, white man,

A journey:

Example- Area Dean in Hackney- struck by +Adrian's insistence that no interview panel was all white or all male.. I introduced this in Edmonton when I became the Bishop. But tick box exercise.

But then 3 major things have happened to convince me of the need for this work:

1. Listening. 9 month listening exercise in the Area. Daring to listen to a variety of voices locally- communities, councils and MPs- local congregations, small groups, children and youth groups. Outside and external listening. Examples of racism shared, and this was named as part of Edmonton Revisited in 2016.
2. Listening to those on the receiving end of our ministry in terms of crisis. I'll admit, I thought that I was a half decent parish priest. I've served for almost 20 years in parishes in the Willesden, Edmonton and Stepney Areas. Latterly in Hackney, and within our school's ministry, the issue of inequality became all the more obvious. But, I was the Rector, and I should therefore be in charge- shouldn't I? It was in reading the TIP report from Power the Fight, that listened to the experiences of



those who had suffered tragedy in their families speaking about State and Charity support- some from the church. Their experience was different to my own. I thought I had responded well to issues of crisis, the research stated that much response was culturally incompetent, and therefore counter intuitive to healing.

3. There is also the listening to the experts. Covid was a real eye opening. Clearly affecting those in poverty, and adversely affecting the black and brown community. Webinar with ben Lindsay, Georgina Graham really helpful by way of preparation,. Now in the company of experts, listening to a recognition of structural racism, and indeed my own need to change. Struck by the words of Dr Elizabeth Henry- as follows...



Since then, listening to the experiences of our clergy, our head teachers- families, the potential career prospects from white and ukme teachers in the teaching profession. And even down to the photographs of ordinations and licensing- the photos that we put

onto social media- clergy and friends of clergy- endless numbers of white men- this is what we look like. The evidence is all around us.

- What steps have you personally had to take?

Mentoring- being prepared to have a mirror put up. I am a learner. Also grow in confidence in accountability. Seek the advice of experts.

Keep this reality onto the agenda. Preach about it, speak about it, learn about it, create space to discuss it, write about it in the Church Times and beyond. John H, the priority group, LDBS, and beyond. Work in progress.

Prioritise this issue, even though it may be discouraged.

Appointment of Amatu, dean of mission for racial Justice. This is personal. We need experts to help us, if we are disciples, lifelong learners. Amatu's appointment, God's beloved community has created space, even though this is uncomfortable. Witnessing a growing number of complaints, issues, as, I hope, confidence is being found to speak out. To be responded to in a more competent manner. If you prioritise this, it means that you prioritise less other missional aspects of ministry. This is my choice, and I take responsibility for that. Likewise, with the aid of my mentor, Rachel Clarke, who founded Promote Equality. Betty Campbell's granddaughter. 1 year programme, train the trainer sessions involving our sub deans in the Area. Anti racism training. This led to the 3 day conference in Liverpool. Taught by ++Thabo, Archbishop of Cape Town, Dr Selina Stone and Dr Harvey Kwyiani. Our behaviours were observed and commented on further accountability by Dr Sanjee Perera who was our Conference Observer.

Take responsibility for this work.

- What have you lost and what have you gained in the process?

Lost power- am I the most appropriate person to respond to any given situation. Am I passing the buck, or am I being pastorally and culturally competent. This has meant that I have also lost confidence, it has made me feel more vulnerable in my role as Bishop. Am I being appropriate in the way in which I respond.

Lost other strategy. Area Plans, Deanery Plans, Planting plans, Missional Plans- for some this is a deep frustration. But, as Bishop, my desire to exercise episcopal patronage has lessened. More of a collaborative approach. But still a very long way to go.

What is clear is that cannot unknow what I now know, increasing a sense of accountability.

Gained much more self awareness of my own limitations.

If it is about numbers, we have Increased the number of licensed UKME clergy in the Area by almost 10 times.

Connected to this- it was a very senior member of one of our Boroughs who stated in 2016 to the question what do we look like from where you sit- I received the answer, I don't think you like each other very much. That same council, a senior leader privately said to me at our ordinations to the priesthood this year- this is wonderful- your new priests look like London.

Gained, I pray in the long term, for every Londoner... Revival is taking place, God is not blessing the C of E-but is blessing the Pentecostal traditions. Missionally, we have to do better, that this is a journey- no excuses- the evidence is all there. Racism is contrary to the Gospel, and we must repent and act.