



**MORE RACIALLY
JUST**

**Our commitment
to anti-racism**

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The Diocese of London is committed to being actively anti-racist. We have a significant role to play in combatting racism within our structures, systems and people to build a better future for all. Racism and other forms of discrimination are wholly incompatible with Jesus' command that we 'love one another' (*John 15:12*), His promise of 'life in all its fullness' (*John 10:10*) and our vision.

Our churches and schools will:

- Remain grounded in scripture as we promote equality, equity and justice and as we challenge and remove structural racism, multi-dimensional injustices of racism and discrimination found within the diocese.
- Recognise and embrace the role we can play in challenging racism and modelling anti-racist behaviours.
- Never deny the realities of the lived experience of many
- Recognise the transformative work that needs to be done as we build and strengthen our communities
- Expect those who work within the Diocese of London increasingly to reflect the diversity of the communities they serve
- Celebrate the current diversity within our diocese and take steps to engender even greater inclusivity throughout our structures so that the participation of all can be encouraged, actively celebrated and valued at all levels.

We know we have more to do and we continue to identify and address systemic issues highlighted by the Anti-Racism Taskforce report *From Lament to Action'* through a strong programme of actions. Love of God and for our neighbours will enable us to persevere in relentless pursuit of a deep change that will be sustained and embedded.

Our commitments

The Diocese of London makes clear its commitment to racial justice in keeping with God's call for 'justice to flow like water and righteousness like a never-ending stream' (*Amos 5:24*).

- Actively praying as a diocese, group or parish over the issue of racial justice supported by a monthly racial justice prayer bulletin (link to racial justice prayer bulletin) and observing the 22nd of each month as Racial Justice Prayer Day
- Repenting of the hurt caused and pray for a deep healing to marginalised communities as we move together in oneness and in love to forge a future where all are welcomed, valued and included

- Learning from the lived experiences of many on the impact of racism creating spaces for open and honest dialogue in which all can engage to allow for greater understanding through blogs/videos and case studies recognising the differences within groups
- Engaging with other diocese across the UK to identify areas of best practice in anti-racist actions that have a clear impact and to share experiences and support and/or be supported as we journey through this change
- Advocating for racial justice using our influence and understanding to speak up for racial inequity when it is found in the church or in wider society
- Building representation in our leadership using co-opting powers as necessary in addition to reiterating the value to those with voting powers, of considering diversity in their choices
- Auditing our recruitment practices to increase representation taking meaningful steps where evidence of bias is apparent
- Collating ethnicity data that provides a benchmark on which trends can be monitored and insights gained to assess the impact of actions
- Implementing unconscious bias and anti-racism training across the diocese to facilitate shared learning and greater understanding of the perils of racism
- Working with the national Racial Justice Commission to ensure our work aligns with efforts across the UK
- Utilising a race diversity audit to monitor changes in culture across the diocese as a result of actions taken so the impact can be assessed.
- Designing specific roles that support the racial justice efforts across the diocese in each episcopal area and in the support functions
- Working closely with the London Diocesan Board for Schools (LDBS) in our shared commitment to racial justice
- Reviewing heritage/monuments across the diocese raising awareness of how they speak to our shared history
- Working with the National Church Institute (NCI) to identify cultural barriers in worship and liturgy and in the production of material with greater diversity
- Collaborating with other minority groups across the diocese to share experiences and promote togetherness.



London Diocesan House
36 Causton Street
London SW1P 4AU

T [020 7932 1100](tel:02079321100)

E racial.justice@london.anglican.org

www.london.anglican.org

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