



**MORE RACIALLY
JUST**

Guiding principles of the Racial Justice Strategy

Racial Justice Priority Group

December 2021-25

Aim and strategic framework

‘After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and before the Lamb. They were wearing white robes and were holding palm branches in their hands. And they cried out in a loud voice, “Salvation belongs to our God, who sits on the throne, and to the Lamb”

Revelation 7: 9-10

Aim

Our 2030 Vision is a commitment to grace and love that fosters the flourishing of everyone to attain the ultimate vision of humanity gathered in all its diversity in worship before God. Our need to show the love of our creator through community engagement in our parishes that is accessible to all is the underlying priority within the Diocese of London as we strive to take action that allows for *every Londoner to encounter the Love of God in Christ*. The challenge of this vision is not limited to but includes the need to identify, respond to and root out systemic racism where discovered, along the journey from discernment to incumbent, incumbent/staff to senior leader, that purposefully privileges certain people and groups whilst marginalizing others. The Anti-Racism Taskforce report *From Lament to Action* makes clear the actions needed to bring an end to prejudice throughout our culture, structures, policies and practices.

Our need to name and repent of our systemic racism while listening to the voices that can help us to change is paramount in building worshipping communities in our churches that truly reflect the diversity of London. We seek to acknowledge the inequality that restricts the flourishing of global majority heritage/UK minority ethnic (GMH/UKME) people as well as those from Gypsy, Traveler and Roma communities (GTR) respecting the dignity of all as we seek to follow in the footsteps of Christ, who calls us to love one another as we strive for justice and peace. It is about bringing about a sea change in our church; and through being rooted in the love of Christ, recognising the importance and urgency of racial justice.

The commitment to the task of anti-racism is one that each one of us has a personal responsibility to embrace and will require resilience, patience and cooperation as to date very little progress has been evident within church structures and processes even though the Diocese of London has been engaged in this work for some time. Our need to appoint more global majority heritage/UK minority ethnic clergy leaders to serve in our churches whether in episcopal or governance roles so that people of different ethnicities and from diverse cultural backgrounds are visible, valued, listened to, empowered and in authority at every level of leadership will be our focus.

Strategic framework

The strategic priorities identified as key to any meaningful changes in our churches are rooted in theology and underpinned by prophecy (*James 5: 1-6*) in which we are called to acknowledge and repent of systemic racism. This provides a framework for change wherever unjust practices are found. We are also reminded of the crucial impact and significance of the guidance and work of the Holy Spirit through prayer (*James 5:13*). All of us including those who have suffered, are called to prayer and praise. We are urged to move forward collectively as the Body of Christ empowered with the healing grace of God in Christ and the gift of patience (*James 5: 7-11*) as we actively listen and engage in dialogue so that we can take the radical steps needed to tackle racism in the church together and provide an accountability structure to make change happen.

We will therefore use the following strategic framework as we begin the transformative work needed to bring about the change that is reflective of the communities we serve:

- To support the Diocese of London, which covers the episcopal areas of the Two Cities, Stepney, Kensington, Edmonton and Willesden in collaboration with the Bishop of Islington, Bishop of Fulham and the Bishop of Ebbsfleet, in taking forward the ‘racially just’ priority of our 2030 Vision and the recommendations of the Anti-Racism Taskforce report *From Lament to Action*
- To achieve equality, meaning that GMH/UKME and other marginalised groups can play an active role in building church communities that recognise the giftings from all cultural backgrounds and have these evident at all levels within the Diocese of London
- To identify and root out any processes, structures and systems that collude with racist outcomes in restricting opportunities to marginalised communities so all can play an active role in building a church community that encourages all to reach their full potential in responding to the call of God
- The challenge of delivering racial equity cannot be overstated. With the Diocese of London’s lack of progress to date, we will endeavour to continuously monitor the impact of all actions taken – gathering, analysing and reflecting on the data so racial equity outcomes can be determined and strategies adapted as necessary.

Strategic priorities

The strategic framework within which the Diocese of London will operate consists of six specific strategic priorities for 2021-2025, outlined below.

Strategic priority 1

To foster a culture within the Diocese of London that is built on love, fairness, equity, justice, collaboration and integrity

This strategic priority will be characterised by:

- Building a culture that attracts, develops, retains and fully engages the talents of GMH/UKME and other marginalised groups in the Diocese of London
- Actively supporting the anti-racist values as outlined by the Archbishop of Canterbury's Anti-Racism Taskforce report in words and deeds that underpin the racial justice priority as part of our 2030 Vision
- Setting and agreeing targets for greater representation of racially diverse people in leadership and governance levels with processes evidenced by a numerical increase in GMH/UKME people:
 - With regard to leadership have fairer selection processes
 - As regards governance, for every effort to be made to bring about a sea change in our churches so that when the members of the churches participate in election processes, they show that they recognise the importance and urgency for racial justice
- Using data to identify areas of under-representation within all areas including: ordained vs Licensed Lay Ministers (LLM); Priest-in-Charge v Assistant Ministry posts; stipendiary vs self-supporting roles; full-time vs part-time roles; larger and better-resourced parishes vs smaller less-resourced parishes; and leadership and governance roles in the Diocese of London so interventions can be targeted appropriately
- Listening to the voices of those affected giving greater weight to their lived experiences on matters of racial equity through 'conversations about race' activities
- Reporting regularly on the actions taken and the results of interventions to show the impact on behaviours, inclusion and awareness at senior management groups such as the Senior Staff Group (SSG), the Senior Management Group (SMG), the Joint Operations Team (JOT) and the Bishops Council.

Strategic priority 2

To implement a programme across the Diocese of London to facilitate learning that allows for greater understanding of the injustice of racism

This strategic priority will be characterised by:

- Promoting mandatory and regular awareness of how racism affects GMH/UKME and other marginalised groups, starting with unconscious bias training (UBT) then moving to a programme of anti-racism training with subject specific topic content
- Reflecting on how we communicate and interact with GMH/UKME and other minority groups in our churches by developing parish communities that are truly inter-cultural so all can confidently speak about, learn about and share experiences
- Encouraging the sharing of lived experiences to allow for collective growth. This will require us to look at how we create opportunities to engage at all levels for people to become advocates for anti-racism.

Strategic priority 3

To break down mental, cultural and institutional barriers that exist within the Diocese of London's structures, policies and processes to engender true race equality

This strategic priority will be characterised by:

- Using recruitment practices that lead to more representation of GMH/UKME candidates monitoring each stage of the recruitment process for evidence of bias
- Monitoring the current levels of representation, retention and progression for GMH/UKME clergy across the Diocese of London from the discernment stage i.e. The Peter's Stream through to ordination, curacy, stipendiary, leadership and governance positions
- Providing structured mentoring and reverse mentoring opportunities where the gifts and aspirations of GMH/UKME groups are recognised for leadership positions so we can appoint leaders from a level playing field to senior positions i.e. the Bishop Wilfred Wood Leadership Programme (www.london.anglican.org/articles/bishop-wilfred-wood-leadership-programme-brings-together-clergy-from-six-dioceses).

Strategic priority 4

To ensure equality, racial diversity and inclusion in our leadership and governance, promoting racial justice throughout church structures and doing so in ways which recognise that, within governance in the Church of England, power also rests in the hands of the people i.e. with those on the electoral roll of our churches

This strategic priority will be characterised by:

- Ensuring a robust set of targets for GMH/UKME representation in leadership and governance within the Diocese of London.
- Ensuring representation of GMH/UKME candidates on recruitment selection panels as well as at least one appointable GMH/UKME on all recruitment shortlists
- Modelling the anti-racist behaviours to promote culture change by all those in leadership positions
- Designing specific steps and activities for convincing members of the Bishops Council, Diocesan Synod and Deanery Synod who are the electors of key governance bodies, as to the need for urgency in addressing issues of racial justice in the candidates they put forward and ultimately elect
- Engaging directly with our churches on issues of racial justice, in view of the fact that the elections and candidacy of people to our governance bodies starts with those in our churches.

Strategic priority 5

To give greater attention to ‘truth telling’ that seeks to highlight and challenge the legacy of systemic racism as a response to the historical heritage of slavery

This strategic priority will be characterised by:

- Placing greater emphasis on storytelling through blogs, case studies etc. that highlights the historic injustices and the role played by the wider church
- Developing case studies that showcase the impact of injustice and the interventions needed in bringing about culture change within each deanery for role modelling.
- Identifying partnerships that can assist the Diocese of London in reviewing the legacy of statues and monuments exploring historical links and their relevance in today’s culture i.e. Historical Religious Buildings Alliance.

Strategic priority 6

To invite everyone to join the conversation, recognising that all our experiences are different and that we all need to learn and grow

This strategic priority will be characterised by:

- Developing internal staff networks to create safe spaces for engagement in discussions for all colleagues at all levels i.e. Tea Break sessions
- Establishing ‘conversations about race’ sessions/blog to explore issues faced by GMH/UKME people for wider learning at parish level
- Exploring opportunities for wider engagement between senior leaders and GMH/UKME staff using Black History Month to engage all voices in a spirit of learning together
- Producing a monthly Racial Justice Priority Group newsletter to allow all to learn about the effects/ impact of racial injustice on GMH/UKME people and celebrate their contributions.

‘You are worthy to take the scroll and to open its seals, because you were slain, and with your blood you purchased for God persons from every tribe and language and people and nation’ *Revelation 5: 9*

Success criteria

The collation of data is key to determining the success or otherwise of the interventions outlined. We recognise that this is an area for development, however the quantitative and qualitative indicators that we can measure progress against our key priority areas by 2025 will include:

Leadership/governance

- London College of Bishops – increasing number of Bishops to 28% (0%)
- Diocesan Synod – Clergy: increasing GMH/UKME representation to 8% (4%)
- Diocesan Synod – Laity: increasing GMH/UKME representation to 20% (15%)
- Diocesan Bishops Council – Clergy: increasing GMH/UKME representation to 10% (5%)
- Diocesan Bishops Council – Laity: increasing GMH/UKME representation to 20% (16%)
- Diocesan Finance Committee – overall: increasing GMH/UKME representation to 20% (14%)
- Audit and Risk Committee – overall: increasing GMH/UKME representation to 20% (14%)

2019 figures shown in brackets

Parishes

- 200 people signing up to the Racial Justice prayer network and receiving the prayer bulletin
- 25 parishes running unconscious bias/anti-racism training programmes (excluding those in vacancy)
- 15 parishes providing racial justice outreach
- 10 parishes working in partnership with local groups engaged in racial justice
- 15 parishes providing welcome team racial justice awareness training
- Increasing the number of GMH/UKME ordinand appointments by 5%
- Increasing the number of GMH/UKME clergy appointments by 5%
- Increasing the number of GMH/UKME lay appointments by 5%
- Increasing the number of Peter Stream attendees to 35 per annum
- Increasing the number of GMH/UKME attending the Strategic Leadership Development Programme (SLDP)/ Bishop Wilfred Wood Leadership Programme by 25%

- Five ‘conversations around race’ events and one racial justice conference held per annum (both per area)
- Increase in number of responses from clergy ethnicity data audit (baseline to be established).

London Diocesan Fund (LDF) staff

- 10% of staff at each management level to be GMH/UKME
- 10% of staff at clerical level to be GMH/UKME
- All shortlists to contain an appointable GMH/UKME candidate
- All recruitment panels to have at least one GMH/UKME member
- All staff to undergo at least one anti-racism training course annually (in addition to UBT)
- Increase in number of responses from staff racial diversity audit (baseline to be established).

Collect for racial justice

Prayer

Merciful God, you are righteous and love justice:
stir the hearts of your people that,
rejoicing in our diversity,
we may repent of the wrongs of the past,
and, by your grace, seek the peaceable kingdom
of your son, our Saviour Jesus Christ,
who lives and reigns with you,
in the unity of the Holy Spirit,
one God, now and for ever. Amen

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