



**MORE RACIALLY  
JUST**

## **Terms of reference**

**Racial Justice Priority Group**

December 2022-23

# Terms of reference

## Membership

The membership of the Racial Justice Priority Group (RJPG) will comprise the following:

Bishop of Stepney	Bishop Joanne Grenfell (co-Chair)
Synodical Secretary	Monica Bolley (co-Chair)
Operations Manager	Georgina Graham
HR Administrator	Sprinkle Harrison
Willesden, Dean of Racial Justice	Revd Prebendary Wilson Gill
Two Cities, Dean of Racial Justice	Vacant
Stepney, Dean of Racial Justice	Vacant
Lecturer in Church History at St Mellitus	Joseph Diwaker
Edmonton, Dean of Racial Justice	Revd Taemin Oh
Archdeacon of Hampstead	The Ven John Hawkins
Edmonton, Director of Mission and Racial Justice	Revd Prebendary Dr Amatu Oñundu Christian-Iwuagwu
Kensington, Dean of Racial Justice	Vacant
Chaplain to Bishop of London	Revd Prebendary Sandra McCalla
Capacity Building Consultant	Stephanie Ajayi

Quorum: five members of the group including a co-Chair (additional members can be co-opted as necessary)

Frequency of meetings: quarterly

## Purpose

The primary purpose of the Racial Justice Priority Group is to provide strategic oversight and act as a steering group that supports the Diocese of London in taking forward the 'racially just' priority of the 2030 Vision. By fully integrating racial justice into operational and decision-making processes we aim to build leadership and representation that fully reflects the diversity found in London to achieve equality of access, opportunity and outcome undergirded by **prophecy** (*James 5:1-6*), **prayer** (*James 5:13*) and **patience** (*James 5:7-11*). This will be achieved by:

- Supporting the Diocese of London in the review and development of inclusive practices that integrate racial equality and diversity initiatives in all areas
- Determining the strategic direction of racial equality and diversity in line with the Anti-Racism Taskforce report *From Lament to Action* and the Diocese of London's 2030 Vision
- Monitoring the progress and impact of appropriate strategies and operational plans.

in addition, the Racial Justice Priority Group will:

- Respond to the Bishop of London on matters in which the group has been consulted
- Consider directives from the Racial Justice Commission and review how these might be implemented into the racial justice strategy
- Monitor the effectiveness of purposeful interventions against racial equality objectives, operational plans and any associated targets advising and recommending as appropriate
- Be clear and intentional about the 'external' voice of the Diocese of London in relation to racial justice
- Highlight and challenge the legacy of systemic racism in all its forms where found in structures, policies or practices
- Regularly report to the Bishops Council, the Joint Operations Team (JOT), the Senior Management Group (SMG) and the Senior Staff Group (SSG) on progress against priorities
- Monitor the outcomes of recruitment practises designed to reduce the barriers that impede global majority heritage/UK minority ethnic (GMH/UKME) people from feeling welcome, valued and empowered
- Ensure that communication about the Racial Justice Priority Group is effective, appropriate and raises awareness about progress
- Provide support to the diocese on matters in which racial discrimination is deemed to be a factor
- Undertake regular monitoring of racial diversity and inclusion data across the Diocese of London to inform priority actions.

## Composition

The Racial Justice Priority Group will be co-chaired by a Bishop plus one other member of the priority group. The group will also include the Deans of Racial Justice across the Diocese of London, Clergy, Archdeacons and London Diocesan Fund (LDF) staff.

## Role of members

Members of the Racial Justice Priority Group will be expected to:

- Contribute to the agenda as necessary and attend meetings
- Promote the role of the Racial Justice Priority Group within their areas of influence
- Liaise with members of the Bishops Council, the SSG, the SMG and the JOT to raise awareness of equality and racial justice issues.

## Authority

The Racial Justice Priority Group's authority comes from the Diocese of London's 2030 Vision that cites racial justice as a key priority under the leadership of the Bishop of London. The co-Chairs will report on the work of the group directly to the SSG.

## Meetings

The co-Chairs will schedule a timetable of meetings and will approve the agenda for each meeting which will be circulated approximately one week before each meeting together with supporting papers.

## Review

The Racial Justice Priority Group will review its terms of reference annually and any proposed changes must be agreed by the co-Chairs.

The next review date is December 2023.



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