

Let's Talk About Race

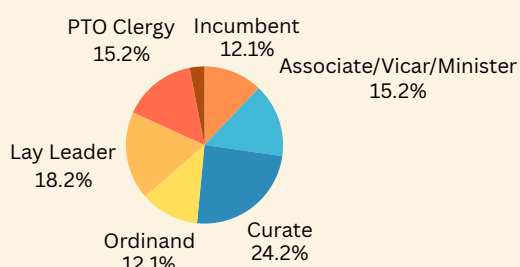
Kensington Area Racial Justice Report



PURPOSE

To better understand the experiences of GMH/UKME clergy, ordinands and lay leaders within the Kensington area.

DEMOGRAPHICS OF RESPONDENTS



75%
respondents

Participants
2 focus groups
4 interviews
33 survey respondents

3 KEY FINDINGS



Meaningful Representation in Leadership

- GMH/UKME underrepresented in senior roles
- Inclusion often symbolic, not influential
- Call for real authority & fair progression



Leadership Progression Barriers

- Lack of access to experience
- Barriers: class, education, racial bias
- Cultural/Spiritual traditions not valued



Mental Health & Pastoral Support

- Isolation from absent pastoral care
- Distrust in leadership
- Need for confidential, relational, ongoing support

POSITIVE DEVELOPMENTS

- KA research providing space to hear from our clergy and lay leaders
- Creating an environment where clergy know that racial justice is on the table
- Establishing the Racial Justice Advisory Group for Kensington Area
- External cultural/anti-racism training raised awareness

RECOMMENDATIONS

Diocese

- Formal mentoring & coaching programs
- Sustainable pastoral and mental health resources
- Clear racial advocacy and reporting structures

Area

- Sustainable pastoral and mental health resources
- Clear racial advocacy and reporting structures
- Cultural competence training for church leaders
- Improve visibility of leadership opportunities

Parish

- Develop inclusive leadership at local level
- Create a transparent leadership pipeline & remove gatekeepers
- Build inclusive congregations through theology and practice