

Racial Justice Advisory Group (RJAG)
Kensington Area (KA)
Terms of Reference (TOR)

Introduction

Racial Justice is a concern which is much talked about in the Church but with a limited impact in the real life. It is a general feeling that there is a long way to go and a lot to be done to make the Church racially equal where people from different race and ethnic background feel belonged and valued. The CoE has acknowledged that it has failed in this regard. The Archbishop of Canterbury, The Most Revd. Justin Welby acknowledged at the February 2020 General Synod that the Church of England is "still deeply institutionally racist". The culture needs to change where everyone's humanity is valued and all receive equal opportunity in the Church to use their God given gift's.

The Rt Rev Dr Emma Ineson, the Bishop of Kensington (Episcopal Area in the Diocese of London), has made Racial Justice a top priority.

Purpose

The main aim of the RJAG is to act as an advisory group and offer support to the Bishop & Priests in integrating racial justice in the life and mission across KA with clarity and transparency. The ultimate responsibility of racial integration lies with Bishop at the Area level and with the Priests at the Parish level. The RJAG will provide advice, support, and monitoring services to the Bishop.

This will be achieved through:

- Advising Bishop of KA through development of inclusive policies and practices that integrate racial equality and diversity in all areas.
- Monitor the progress and impact of these policies and practices across KA and advise Bishop for further actions.
- Prepare Racial Justice Integration Plan for Bishop and Priests to implement across Kensington area.
- Provide support to the Bishop and Priests in ensuring implementation of racial justice in the Parishes .
- Point out and challenge racism in all its forms, where found in the structures, policies, or practices across KA.
- Regularly meet with the Bishop and discuss progress against Key Priorities of RJAG
- Regular communication about the work of RJAG at various forums within KA.
- Regularly connecting with Racial Justice Priority Group in the Diocese of London and other related bodies for learning and sharing.

Composition

Bishop Emma formed the RJAG by inviting GMH Clergy. The Kensington Area Racial Justice Advisory Group (KARJAG) is composed of 9 members, with 1 person nominated as the Dean of Racial Justice. The RAJG strongly felt that members from white British ethnicity also should be part of this group. Hence two more members will be added to the group from white British ethnic background. The group members will each take responsibility for one of the Key Priority

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Areas (KPA) of work described below, with 2-3 people per KPA. These smaller groups may have a chair or lead person for that Focus Area.

The Dean of Racial Justice will facilitate and provide overall coordination of this work. The Dean would attend the Kensington Area Leadership Team every month and attend meetings of the wider Racial Justice Priority Group (RJPG) every quarter. Other members of the team would deputise if the Dean is unavailable, or if they were the best person to attend, given the topic under consideration.

RJAG Members

1. The Revd Grace Bally-Balogun – Dean of Racial Justice
2. The Revd Mark Tatton – Deputy Dean of Racial Justice
3. The Revd Davidson Solanki
4. The Revd William Gill
5. The Revd Basir Amini
6. The Revd Rudy Tan
7. The Revd Julian Powell
8. The Revd Kaosidi .N. Redwood-Sawyers
9. Soji Otudeko

Timeframe

The Group will function for three years. Its composition and the post of Dean of Racial Justice will be reviewed in September 2026. The current timeframe is August 2023 – September 2026.

Vision

Every member in the Kensington Episcopal Area feels valued and accepted as children of God without prejudice, bias, or discrimination irrespective of their colour, race, ethnicity, gender, or age.

“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.

Meetings

The RJAG will meet quarterly. The Dean of Racial Justice will convene meeting of RJAG and circulate agenda in advance.

Review

The RJAG will review its TOR annually and any proposed changes to be approved by the Bishop of KA. The next review date is October 2025.

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Key Priority Areas (KPAs)

KPA 1. Parish/Area support/Chaplaincy

- Advisory service and support to parishes/deaneries/PCCs, paying particular attention to the youth voice;
- Advise on Chaplaincy/support to UKME/GMH ordinands and clergy;
- Support the well-being of UKME/GMH clergy and develop the conversation around this (in line with the 'If it wasn't for God' report).

KPA 2. Vocations/appointments

- Support organising of the gathering of data to target approaches in recruitment, appointments, and training;
- Advise and provide input into recruitment processes/training/development and lead on the change;
- Ensure racially diverse presence on appointment panels for clergy roles;
- Work with other bodies/organisations on pipeline development to create a GMH/UKME 'talent pool'.

KPA 3. Racial Justice Advocacy/change

- Develop a Kensington Area Racial Justice Action plan, in line with the Area Plan;
- Where possible, lead/engage in research, writing, education, seminars, events, conferences that bring people together on racial justice;
- Where possible, engage with broader church thinking on e.g heritage monuments, reparation.
- Work with UKME/GMH clergy to empower them to use their voice effectively.

KPA 4. Procedures and processes

- RJ audit tool
- RJ action plan for parishes.
- RJ action plan for parishioners.

KPA 5. Social Media and visual sign posting

- RJ key messaging
- Use of language
- Literature

KPA 6. Training & compliance

- Unconscious bias training for KALT, Priests, Ordinands, PCCs and staff
- RJ Sunday in Parishes