

A RACIAL JUSTICE CHARTER FOR THE DIOCESE

*There is neither Jew nor Gentile, neither slave nor free, nor is there male and female,
for you are all one in Christ Jesus. (Galatians 3:28)*

The Diocese of St Albans is committed to becoming a family of churches, schools and chaplaincies within which all can flourish. Within this we are committed to advancing the participation of those of Global Majority Heritage/UK Minority Ethnic Heritage; to making sure that their voice is fully heard; to becoming a Diocese that fully reflects the diversity of its population; and to ensuring that clergy and laity of any background can minister anywhere in the Diocese without discrimination or hindrance.

We acknowledge that we have not done as much as we might, and at times we have got it very wrong. We also recognise that, on occasions, we have made steps forward and desire to build on these.

By our life together, teaching, actions and the way we communicate, we commit to challenge all prejudice and discrimination. We seek to model in the world that fullness of humanity, without which Christ is diminished.

We covenant to:

1. commission an external 'lessons learnt' review of our appointment procedures
2. appoint a Bishops' Officer for ethnic minorities ministry
3. renew the membership of the Diocesan Committee for Minority Ethnic Anglican Concerns (DMEAC)¹
4. request DMEAC² to produce a new three-year action³ plan to be presented to Bishop's Council by the end of the year
5. set renewed annual targets for vocations to ordained and lay ministry
6. develop a Diocesan mentoring scheme for ethnic minority clergy, readers and those discerning their vocation
7. review the composition of all Diocesan Councils and Committees and to use co-options, where available, and other strategies to strengthen their diversity
8. work with clergy and lay leaders to advance the diversity of their PCCs, working groups and other parish structures
9. continue to roll out and embed Unconscious Bias Training against an agreed schedule to include all clergy, readers, Bishop's Officers, and those involved in appointments
10. draw up a clear and effective process for addressing any allegation of racism
11. require an annual report of DMEAC to Bishop's Council
12. review this covenant on an annual basis in the light of experience and other developments such as the outcomes of the Archbishops' Racism Action Commission

Approved by Bishop's Council: 08/07/2020; Updated 06/04/2022

¹ The DMEAC membership shall be: Chair (appointed by the Bishop), Member of the Bishop's Staff, The Bishop's Officer for Ethnic Minorities Ministry, A Rural/Area Dean, A Lay Chair, 3 clergy (one from each archdeaconry), 3 laity (one from each archdeaconry), 2 co-options (to provide necessary skills) [At least 40% of the committee shall be from an ethnic minority background]

² The DMEAC was renamed the Racial Justice Action Group in June 2022

³ The Action Plan was adopted by Diocesan Synod on 12/03/2022