

# Racial Justice Action Group

*'...for we are all one in Christ.'*

## Three Year Action Plan

*as covenanted by the Ethnic Minorities Charter dated 8 July 2020*

***There will be reconciliation with those who have been left out/hurt in the past***

### **Group A .**

**Essential and urgent. (for completion by 17<sup>th</sup> January 2023)**

We expect that these actions will be carried out within 12 months from the date when this action plan is agreed (17<sup>th</sup> January 2022). All actions will be on going and renewed at intervals.

#### **Training:**

- Action A1** Existing training provided by the diocese will be reviewed for impact and gaps.
- Identify existing training and owners
  - Determine who should undertake reviews of training and how.
  - Determine where there are areas for improvement in terms of diversity content.
- Responsibility for this action to sit with Kate Peacock*
- Action A2** Provide training for parish representatives involved in clergy appointments.
- As an 'interim' measure, continue and expand the rollout of UBT. Training for parish reps is one strand of the From Lament to Action plan project and the national church will, ultimately, provide materials and resources for dioceses.
  - UBT to take place on a regular (bi-monthly) basis
  - Additional support resources for parishes – eg how to write appropriate advertisements, parish profiles, diversity statements to attract a diverse range of applicants – to be developed by the Archdeacons
- Responsibility for this action should sit with the Training team/Kate Peacock and the Archdeacons*
- Action A3** Provide legal training to senior staff involved in clergy and diocesan appointments
- Training relating to direct discrimination was delivered in February 2021.
  - Further training on indirect discrimination and victimisation is needed
  - Training to be regularly refreshed every three years
  - RJAG to write to the Church's Racial Justice Commission to recommend that the central development of materials and resource to roll out legal training nationally be added to the programme of work as a priority
- Responsibility for this action should sit with David White (in association with Tim Lomax)*
- Action A4** Provide training in relation to dealing with challenging/inappropriate conversations in a constructive way.
- Training to be aimed, initially at senior staff, clergy and church officers

*Responsibility for researching available training to sit with David White/Tim Lomax liaising with Kate Peacock*

## **Engagement and participation**

- Action A5** Invite and optimise UKME participation on church governing bodies at all levels.
- This requires a diocesan wide promotion prior to APCMs, and regular reminders from Rural/Area Deans and clergy until it is culturally embedded.
  - Archdeacons and rural/area deans will be asked to invite UKME/GMH congregation members to stand for election to PCCs and Synods.

*Responsibility for this action sits with the Archdeacons*

- Action A6** Members of the RJAG will stand for and sit on groups/governing bodies throughout the diocese, *where practicable*.

*For action by RJAG*

## **Profile and communications**

- Action A7** Diversity, and racial justice in particular, shall appear once a year as a standing item on major boards and committees of the diocese (Bishop's Staff, DBF (as Trustees), Diocesan Synod (or Bishop's Council as Synod Standing Committee)
- the RJAG is committed to providing topics and questions for consideration by those major boards and committees
  - Ensure there are 'diversity champions' at diocesan level meetings
  - Regular monitoring of clergy appointments ethnicity data should take place with immediate effect at Bishop's Staff

*Responsibility for this action sits with RJAG*

- Action A8** Communications, including the diocesan website, will be reviewed, in the light of the question, 'what is the story we want to tell about ourselves?'

*Responsibility for this action sits with the Director of Communications, with support from RJAG in reviewing and suggesting content.*

- Action A9** The diocese will speak out on race related issues.
- RJAG will prompt the Director of Communications when issues need a response –
  - RJAG will provide a link person to support the Director of Communications in providing appropriate responses.
  - The Director of Communications will liaise with appropriate individuals and bodies to ensure collective ownership of messages.
  - RJAG will speak in its own right, when appropriate.

*Responsibility for the co-ordination of communications lies with the Director of Communications*

- Action A10** There will be a diversity and inclusion calendar to ensure that key points in the year [e.g. Windrush Day, Black History Month] are covered by the provision of communications and resources.

*This action will be owned by RJAG*

## **Policy**

- Action A11** Review and update the current Race Relations Policy.

- Ensure it is flagged for the Agenda Committee for Diocesan Synod

*This action will be owned by RJAG*

**Action A12** The diocese will specify targets for vocations – this currently stands at least two UKME/GMH BAP candidates and one UKME/GMH Lay Minister per annum. These targets need to be renewed and monitored  
*Responsibility for this action sits with the Vocations Team*

#### Monitoring

**Action A13** The progress of this plan will be constantly measured by RJAG.

**Action A14** Collect and analyse data re ethnic minority participation and engagement.  
*Responsibility for this action sits with the Diocesan Secretary*

**Group B. Essential but less urgent.** We expect that these actions will be completed within two years of the date of acceptance of this plan.

**Action B1** Develop an education programme to increase empathy amongst congregations for those of UKME origin.  
*Responsibility for this action sits with the Training Team/Kate Peacock*

**Action B2** All curates and readers in training will spend time in training (say, a short placement) in a diverse parish. This would be in addition to any other training.  
*Responsibility for this action sits with the IME Officer ('James Webster')*

**Actions: group C. We regard these actions as valuable, possible to implement and likely to be effective, but of less urgency.** We expect to implement these actions within the three years, once we have given priority to the actions above. There is nothing to prevent any action being implemented earlier, if circumstances allow.

**Action C1** Hold open days for young people to explore the issue of diversity.

**Action C2** Review the HR function in the diocese.

**Action C3** Implement two-way mentoring for bishops, archdeacons, area/rural deans, the Dean, DDOs. (i.e. two way meetings with someone of UKME/GMH origin, a minimum of twice per year.). Although not urgent or essential we regard this action to be simple to implement, so it can be implemented within the first year of the plan.

**Action C4** Provide shadowing opportunities for all in the process of discernment/training up to the end of curacy (Note: shadowing is not the same as a placement)

**Action C6** Appoint mentors for UKME/GMH clergy, ordinands and, where appropriate, young people in congregations at the discretion of the incumbent

**Action C7** Hold a RCAG conference.

**Action C8** Create and encourage inclusive resources (e.g. liturgy, specific services, prayers, children's teaching resources?)