

RACIAL JUSTICE ACTION GROUP

A sub-committee of the Bishop's Council – as constituted by the Bishop's Council meeting of 8 July 2020 and updated at their meeting of 6 April 2022.

Terms of Reference

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

Constitution

Ex Officio

A Member of the Bishop's Staff
The Bishop's Officer for Ethnic Minorities Ministry
A Rural/Area Dean
A Lay Chair

Appointed

Three Members of Clergy (one from each archdeaconry)
Three Members of Laity (one from each archdeaconry)

Co-opted

To Members, co-opted for their skills

Chair

To be appointed by the Bishop

In attendance

The Diocesan Secretary