Racial Justice Strategy 2026-2030

Diocesan Synod – 17th October 2026

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Why Racial Justice Matters

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- Racial **injustice** is a part of our history.

- Addressing this involves:

  - Acknowledging the **past** → *Retrieving what is broken*
  - Building a new **future** → *Making all things new*

  } *The Kingdom and Mission of God*

- Racial justice is primarily **missional**, not **political**

- Racial justice matters because ***all justice is God's justice***

Diocesan Journey to Date

- **Strong foundations** have been laid by previous Racial Justice Action Groups and the Bishop's Adviser for Minority Ethnic Concerns.

- Racial Justice Officer & Administrator **roles are now in post**.

- Work in 2026 has included
  - launching our **racial justice audit**
  - developing training, data collection, grants scheme, black history month

- GMH **representation has risen** within diocesan governance & leadership.

Why Another Strategy?

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- A clear destination
- Focus for limited time and resources
- Helps us move forward where it matters

Strategy Headlines

Our Vision...

A Diocese in which racial justice is understood as central to our mission as the Church, and in which leadership and participation from people of Global Majority Heritage are expected, visible and valued.

Strategy Headlines

Four 2030 Goals

1. Depth of Representation and Participation

People of GMH background are participating and leading, not just present, across Diocesan life.

2. Accessible Leadership Pipelines

Pathways into leadership and ministry are open, accessible and actively supported.

3. Greater Cultural Understanding

Clergy and lay leaders engage with racial justice as a normal part of Christian leadership.

4. Embedded Cultural Change

Racial justice is woven into the culture of the Diocese with self-sustaining momentum.

Strategy Headlines

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Four priority areas for action

1. Leadership and Accountability

Senior representation, and leaders who own racial justice without being prompted.

2. Data and Transparency

An honest, evidence-based picture of where we are, reported openly and regularly.

3. Culture Change

Moving from avoidance and uncertainty to confidence and shared ownership.

4. Structures, Governance and Policy

Built into how we plan and decide: not just more room at the old table, but a new one.

What This Means for Synod

- **You** are the link between the Diocese and parishes.

- **Questions for your PCCs:**
  - Who leads in our church, and does this reflect our community?
  - Who feels they belong, who does not, and how do we know?
  - How would we do things differently if racial justice informed every decision?

Table Discussion – 8 minutes

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1. How could you begin to embed racial justice within the life of your parish?

   Even if you have no people of Global Majority Heritage in your church.

2. What support do you need from the Diocese?

   Please write your requests for diocesan support on a card. We will collect them at the end.

Continuing the Conversation

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- Resources will follow for churches and deaneries
- Please continue the conversation in your churches

Close

Synod is invited to welcome the Racial Justice Strategy 2026–2030 and commend it to parishes across the Diocese.