STEPNEY AREA - FOCUS GROUP REPORT

November 2022

Abstract

A review of the Dean of Racial Justice role

DIOCESE OF LONDON

STEPHANIE AJAYI – STEPHANIE.AJAYI2BTG@GMAIL.COM

DIOCESE OF LONDON

TABLE OF CONTENTS

INTRODUCTION .....PAGE 2

METHODOLOGY.....PAGE 3

FOCUS GROUP RESULTS.....PAGE 4

POLICY & PROCEDURES.....PAGE 6

PERSON CHARACTERISTICS.....PAGE 7

KEY TASKS.....PAGE 8

ROLE STRUCTURE .....PAGE 9

PRIORITIES.....PAGE 9

STEPNEY FUTURE .....PAGE 10

CONCLUSION... .....PAGE 11

APPENDICES

APPENDIX 1 – Letter of Invitation

APPENDIX 2 – Focus Group Discussion Format

APPENDIX 3,4,5 – Focus Groups

APPENDIX 6 – Additional Comments Zoom

APPENDIX 7 – Focus Group Coded Analysis

DIOCESE OF LONDON

INTRODUCTION

The role of Dean of Cultural Diversity has been renamed to Dean of Racial Justice in alignment with the wider diocesan racial justice strategy. This role has dual accountability as it sits within the Racial Justice Priority Group (RJPG) who are responsible for driving forward the 'racially just' priority of 2030 Vision across the Diocese of London and also sits as part of the Area team. There are 5 Dean of Racial Justice roles with 2 Areas currently in vacancy and 1 Area with an expired term of office now also in vacancy; Stepney, Willesden and Kensington. The role in the Stepney Area has been vacant since 2021 and the RJPG have determined to use focus groups within this Area in determining the key priorities, responsibilities and resourcing of the role. The purpose of the focus groups will be to enable a more effective structure that is more impactful with a greater sense of the capacity needed taking into account wider reflections from ordinands and curates, church officers, clergy and laity who themselves are essential to the ongoing success of much of this work.

A series of 60-minute consultation sessions was set up for GMH/UKME ordinands, clergy and laity *(appendix 3,4,5)* to articulate how they feel the role could be shaped and what the principal duties and accountabilities should be in order to shape and resource the role effectively. The focus groups were completed under the following conditions:

- All focus group consultation sessions were undertaken by zoom
- Respondents had the option of providing written responses
- Respondents were all people of colour within the Stepney Area

We do not underestimate the resolve required when dealing with matters of racial injustice and understand how heavily these can weigh on those whom for too long progress has been slow and contributions undervalued, however without this ongoing support we are unlikely to see the transformation in Stepney or across the wider diocese we desire.

This role would sit within the senior leadership structure by being part of the Area leadership team and the Area council. The role will also have wider support from the RJPG and be instrumental in collaborating and shaping the racial justice vision as part of the Stepney Area plan.

DIOCESE OF LONDON

METHODOLOGY

Participants were recruited to the focus groups by Bishop Joanne as the Area Bishop for Stepney who provided the list of invitees. An invitation letter was sent to all GMH/UKME members confirming the purpose of the focus group engagement, the desired outcomes and stressing the confidentiality of responses (*appendix 1*).

Focus group discussion guides were developed to guide conversations and were based on an '*ideal'* job description with 8 key questions (*appendix 2*). For further prompting, a series of sub-questions were included which centred on the principal accountabilities, tasks and person specification.

The background of the invitees was as follows:

- 8 licenced clergy
- 5 curates in training
- 12 ordinands
- 1 governance
- 1 Pastoral assistant
- 1 Warden of LLM

A range of sessions with varying times/dates were offered to each respondent to allow for maximum flexibility to increase attendance rate. Three focus groups were conducted online via zoom between 18th October – 9th November 2022. The final participants totalled 20 and the final attendance list was as follows:

Date	Location	Participants	No.
18.10.22	Zoom	Ordinand	1
		Pastoral assistant	2
		Licenced clergy	2
		Other	1
19.10.22	Zoom	Ordinand	1
		Licenced clergy	3

09.11.22	Zoom	Ordinands	5
		Pastoral assistant	1
		Licenced clergy	3
		LLM	1

FOCUS GROUP RESULTS

Challenges of Racism

Acts of racism and injustice within the Stepney area drew a mixed response when asked about satisfaction levels in how respondents felt such matters would be dealt. This was unsurprising given the historic issues within the diocese of London that are well documented and translates to psychological safety becoming a big issue with the need to make complainants feel safe in addressing concerns being of paramount importance. It was felt that the emotional and psychological trauma which accompanies racist incidents left some respondents with the feeling that it's too difficult to deal with and only leads to marginalisation, poor relationships and creates tensions if raised. It is a view that can only be dispelled by building trust and providing the much-needed voice in the community such as in relation to Child Q whereby the response from the area bishop meant visibility in key spaces was viewed positively. There is a general lack of awareness around the ongoing work of racial justice not only in Stepney but across the diocese which suggests communication is an issue as it doesn't appear to be filtering down to the parishes with 1 respondent commenting:

'Not much is being done on racial justice, action speaks louder than words'

For issues that occur within a parish, it was felt that the 'parish bubble' would deal with it locally. There was a sense of needing to see proper action in order to have confidence in a culture of change with some respondents citing the negative way in which one is viewed when making complaints of a racist nature leading them to ignore the issue and advise others to do the same. Within Stepney area, the fear of speaking up due to labelling and exclusionary tactics is one that has led to apathy.

The body language of the Church of England was felt to be consistent in not addressing concerns around racial injustice and ethnic minorities in Stepney were said to not be confused by it. The mixed messages of wider engagement at more senior levels against the backdrop of showing disdain for the contributions of minorities at lower levels was stated to have a damaging effect on one's own self-belief in attaining the higher roles. Radical inclusivity was felt to be needed to set the pace and revolutionise the culture that has been instrumental in keeping ethnic minorities away from church and leadership positions.

The option to confide in an experienced priest who understands how to navigate issues of race within church culture gave confidence and assurance to those in training as they were seen to be a source of wisdom and advice. It was stated that the former Dean of Racial Justice provided this level of care which some felt they could also get from their area bishop if issues were shared. Speaking to peers was found to be helpful however knowing there is a bigger voice available with greater experience was found to offer some assurances.

There was a feeling of déjà vu amongst some since they felt no action had been taken in addressing issues of injustice even though all clergy had been through similar training but the systemic issues are still prevalent and are being driven by a heart that remains unchanged. There should therefore be a recognition that the whole body of Christ can speak into issues of racial justice within Stepney recognising it is a hyper complex issue rather than constraining the voice to a few select people. The following comment was made:

'Why do we keep talking about it because nothing changes, why don't we talk about something else'

Curating information around racial justice to allow for the stories of previous generations to be told in order to educate and inform will allow all to learn the mistakes of the past. In doing so, it will honour the deposits of those who have gone before so we are not continually starting from scratch. Representation with intentionality is what is needed otherwise why do we need the role to be filled by someone of colour?

It is clear that this role needs to have an awareness of the climate within the Stepney area with concrete tasks that will lead to changes over time to build confidence in the stated

desires of the church to become more 'racially just'. There should be an end to all-white senior leadership teams and a pipeline actively nurtured that champion the skills and talents of those from a GMH/UKME background to build trust. It was stated that there is a class challenge in Stepney whereby it is harder to be a working-class priest in a middle-class area and especially hard for black female clergy to obtain a vicar role due to issues around intersectionality. It was felt that the perception around Stepney as being the 'Cool' area in London may inadvertently contribute to more exclusionary practices taking place.

Policy and Procedures

In dealing with matters of racism within Stepney all respondents cited an unawareness of any policies or procedures on which they could rely. There was a feeling of being in a dilemma about where to go within church structures and the importance of the '*context'* around issues was cited with the need to validate one's own experiences prior to airing due to racism deniers and the fear of not being taken seriously. The lack of clarity around how issues of racism should be dealt was clearly one that needs to be addressed regardless of where it may arise i.e., parishioner to parishioner; parishioner to priest or priest to priest.

A key part of the role would need to support any member going through issues of racism and should also act as a conduit for information sharing and signposting so members are fully aware of the steps to a resolution should the situation arise. It's important to say that this role would also be responsible for ensuring awareness around the policies and processes available and could act in a supportive capacity if needed to lessen the emotional trauma of those who have been affected.

DIOCESE OF LONDON

Person Characteristics

The person characteristics were identified by respondents as follows:

- The ability to listen, learn and support action following any reported racial grievances
- Boundarylessness – the ability to see everyone as humans and broaden scope to include other minorities
- Be proactive in engaging with all in the church communities so all can feel included
- Be an advisor to the area bishop on matters of race
- champion racial justice and have experience of it with a good level of knowledge/understanding and skill in EDI so impartial advice can be offered
- Be respectful at all times listening and demonstrating good communication and interpersonal skills to ensure all voices are heard
- Have engaged in anti-racism training and can actively work to support and build diversity in all our churches
- Should be open to laity/clergy although question marks remain around whether the voice of laity would carry in the same way as clergy so uncertain whether or not laity would have the necessary impact
- Experience of church set up and structures was felt to be important in addition to living the values of an inclusive church
- Lived-experience was felt to be important but not if it becomes a hindrance due to unresolved hurt
- The role should not be held by a Bishop or Archdeacon since the power and position might inhibit the ability of others to speak freely and it was felt that a difference of opinion might not be offered
- The person should have the ability to engage in conversations across denominational lines with a broader vision outside of the Stepney area
- Be open to direct talking with a confidence that allows them to face the 'establishment' with the truth
- Avoid GMH/UKME exploitation so they do not become the face of racial justice

DIOCESE OF LONDON

Key tasks

For this role to have real meaning within the Stepney area it was felt the main areas of focus should be the following:

- Support racial justice work across the diocese with clarity and transparency
- Work with PCCs/ Parishes to build a shared understanding of race in churches by being a visible presence that supports participation at racial justice events throughout the year
- Engage in seminars and conferences that bring people together on racial justice
- Have involvement in recruitment processes/training/development and lead on the change
- Have a presence on appointment panels for clergy roles with rotation for others to support
- Provide an advisory service to parishes/deaneries
- Should operate in a similar way to the safeguarding lead within churches
- Lead local events around topics such as BHM and other heritage events
- Communicate about racism without being a talking shop without action
- Engage young people so they see the commitment and determination to make their experiences better than the experiences of their parents' generation

Role Structure

- No hard governance power but needs to have some power to have impact and should have a level of authority to make decisions
- Needs to have a voice at the top of leadership in an advisory capacity
- This is not a 1-man role – it should be a team effort of between 3 and 5 people
- Although some may share the same skin colour, they do not share the same experiences as this is dependent on background i.e., African/Caribbean, SE Asian context so important to have variety in the team
- Could have 1 Area Dean with 3 representatives – similar approach to area council or form a steering group
- The meeting cycle should be regular i.e., quarterly and show action within the Stepney area to avoid the 'talking shop' label of existing groups
- Roles should be for a set period of time/term of office
- Mixed clergy/laity approach is optional however concerns raised around seniority of voice of laity
- Officially amend role title to Dean of Racial Justice

Priorities

The key priorities of the role were deemed to be:

- Racial justice support to parishes and ordinands
- Stepney area racial justice strategy
- Ethnicity data gathering for Stepney Area to target approaches in recruitment, appointments and training
- Clergy placements in parishes. Where do GMH/UKME clergy end up?
- Broader church thinking on heritage monuments
- The well-being of those involved in racial justice

Stepney Future

Respondents were asked about their one ask in relation to racial justice and this produced the following statements:

- *'Stepney area should review how they include/exclude cultural representation and how they drive an inclusive and collaborative culture which values diversity'*
- *'How would racial justice look in a year in terms of liturgical aspects and events if greater intentionality around this was given'*
- *'Must be integrative – everyone learning as a whole'*
- *'This shouldn't be seen as a random act of affirmative action as it makes those from a GMH/UKME background doubt their competence'*
- *'Work with us to empower us to use our own voice effectively so that it is listened to'*

DIOCESE OF LONDON

CONCLUSION

The focus groups presented an opportunity to comprehend the ways in which clergy, laity, church officers, ordinands and curates view the issues of racial justice in the Stepney Area and garner their understanding of what they feel will enable us to reshape how the role of Dean of Cultural Diversity now renamed to Dean of Racial Justice is resourced.

The information obtained in the focus groups is important to the development of the resourcing of the role as it considers the emotional burden of dealing with issues of race and provides insight into the varied views across the Stepney Area. More importantly, it gives an awareness of the issues considered the most relevant to GMH/UKME members within Stepney Area.

Overall, these focus groups were well received by the participants, though one felt the refocusing of questions a barrier to fuller expression, with others opting to express their views through written communication and others who had already responded taking the opportunity to expand on their thoughts in order to have their opinion heard more clearly by sending in further communication.

There was a sense of 'trust' from respondents in how their reflections would be handled as the seemingly 'no action' that characterises much of this work around racial justice leaves some feeling uneasy having unburdened themselves through being able to vocalise their opinions on a subject many find difficult to talk publicly about.

These findings indicate that Stepney Area should:

1. Adopt a team approach and recruit a team of 3 – 5 people to support racial justice within the Stepney Area

2. The stepney racial justice strategy should include an operational plan to monitor impact and guide the process to change and this team should have responsibility for this aspect of the area plan

3. The 6 key priorities identified should be shared amongst the group with each person clear on their area of responsibility i.e.

a. Support racial justice work with PCCs and ordinands paying attention to the youth voice

b. Support recruitment processes by being part of the shortlisting and selection panel in addition to responsibility for pipeline development to create a GMH/UKME talent pool

c. Organise racial justice seminar/conference to bring everyone together in the area for mutual education so all can learn togetherness

d. Ensure the senior leadership team includes more racially diverse voices so they not only have a seat at the table but are also heard

e. Review heritage monuments and work with external agencies to adopt an approach

f. Review communication channels to increase awareness of actions being taken in Stepney and the wider diocese

DIOCESE OF LONDON

APPENDIX 1: LETTER OF INVITATION

22 September 2022

Dear colleagues,

Dean of Racial Justice Conversation

I would like to invite you to take part in a conversation, enabled by Stephanie Ajayi, racial justice capacity building consult for the Diocese of London. We have not had a Dean of Racial Justice for Stepney Area since Revd Prebendary Richard Springer stepped down from the role last year. During that time, the Diocese of London's racial justice priority group has been looking at this role across the Diocese and asking how it might best be shaped to meet the needs of the different episcopal Areas. We now want to look at how we should move forward in Stepney Area.

We are contacting you as we believe you may have some insight to share in relation to this role in Stepney Area; we welcome the contributions of as wide a cohort as possible in shaping our work.

The conversation will explore the responsibilities and person specifications of the Dean of Racial Justice roles across the whole Diocese in pursuit of our priority of growing more racially just. However, we are particularly seeking your views on Stepney Area's needs and what will best us to develop our racial justice priority work here. We will aim to look at the areas of responsibility for the role and its priorities, as well as asking who might fulfil this – perhaps an individual priority lead, but also possibly a small team of lay and ordained people from Stepney Area.

I hope you will agree to take part in this conversation which will be conducted via a Zoom meeting. If Zoom is not possible for you, we also welcome written or recorded (e.g. voice memo) submissions, or you can arrange a time for a call with Steph to let her know your thoughts. The conversation will last no more than 90 minutes.

There are X times to choose from:

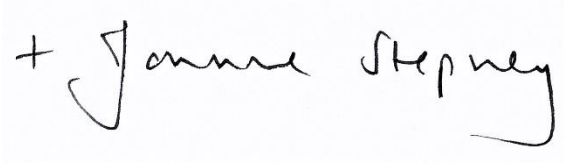
List date and time
List date and time
List date and time

If you are able to take part, please email Ellie Brame (pa.stepney@london.anglican.org) to book a place on one of the sessions. She will then contact you with a Zoom link.

Should you have any queries, please feel free to contact Stephanie Ajayi via email on stephanieajayi2btg@gmail.com.

Please do pass this letter on to anyone who you feel could make a useful contribution to the conversation.

Best wishes,



DIOCESE OF LONDON

APPENDIX 2: FOCUS GROUP DISCUSSION FORMAT



FOCUS GROUP DISCUSSIONS

Intro:
- Welcome
- Explain what you are trying to find out
- Explain how the Clergy's answers here will help (ensure confidentiality remains within the room)

Icebreaker:
- 'Desert Island Disc'
(Choose either or both questions to ask the Clergy)
1. "Introduce themselves"

Launch into questions:
(Open ended questions to elicit responses from respondents to shape requirements for job description)

1.How do we address matters of racial justice in Stepney Area?

2.What do you think are the key tasks?

A - Thinking about recruitment processes for church and area roles,
B - Increasing diversity in governance roles,
C -Offering support to other people of colour in their discipleship and ministry,
D - Speaking into local public issues around race,
E - Thinking about and advising on matters of contested heritage, e.g., buildings,
F - Monuments, legacies
G - Challenging the Church of England/Diocese of London to be more racially just,
H - Advising the Bishop and area team on relevant matters.

Principle duties/accountabilities

3. What would you like to see as key duties of the role of Dean of racial justice?
A – Support racial justice work in Deanery/parishes

B - Advisory
C – Creating awareness around issues of racial justice
D – liaise with head of racial justice
E – Be part of and update Racial Justice Priority Group (RJPG)
F – Link across ambitions and priorities

4. Would you consider a 'team' approach appropriate?
(Open up a mini discussion about the best way to resource the role)

5. Should this role link across Areas?
A – how might this look
B – bi-monthly meeting
C - quarterly meeting
D – monthly meeting

Person Specification

6. What characteristics would you require of the postholder?)
A – laity, clergy, staff
B – parish leadership skills
C – lived-experience
D – adaptability to other church traditions
E – level of knowledge
F – experience of working in EDI
G – UBT/anti-racism training attendance

7. Do you feel the title fits the role?
A – Are there other titles you would like to consider?

8. If there is one thing that the Dean for Racial Justice could do to support you, what would it be?

Summary of the discussions

Conclude and thank clergy for participants

Encourage participants to continue thoughts and feel free to email them to stephanie.ajayi2btg@gmail.com

DIOCESE OF LONDON

APPENDIX 3: FOCUS GROUP – SESSION 1



Focus Group

Session 1 – 18.10.22

1. Racial Justice in Stepney Area

- Racial justice is a big elephant and not easy to deal with. Different people have different ideas
- Would be supported should issues arise
- Issues of racism are dealt with on a local basis due to 'parish bubble'
- Whilst they feel able to discuss concerns about racism, they are unaware of any policy, guidelines or processes to follow if incidents were to arise
- There is a dilemma about where you go or who you would talk to though some would go to the incumbent within the church for help
- Recognition that issues of race are an emotional/psychological issue and others may perceive the situation differently
- Lack of clarity on how you deal with issues of racism at each level i.e., parishioner to parishioner, parishioner to priest, priest to priest
- Not much is being done about racial justice or racism. Actions speak louder than words/
- We need proper action to see change
- Do we have data? What is the evidence before us? what is our definition of racism?
- Develop Stepney Area Diversity and Inclusion Strategy to make a beacon for EDI

2. Key Tasks

- Involvement in recruitment processes/training/development/equity/equality
- Sit in every meeting to be involved in appointments
- Boundarylessness – see everyone as humans
- Involvement in leadership and governance
- Broaden scope to include other minorities
- Advisory role but must have voice at the top of leadership
- Undertake broad consultation

3. How can the role best serve deaneries/parishes

- Advisory to parishes and deaneries
- Engage with all those in the church community so all can feel included
- Attend PCC meetings to be a visible presence
- Operate similarly to the safeguarding lead in each church
- Set up strategies for fair outcome whatever the situation
- Be a point of contact with others to support in each deanery
- Welcomer of new people
- Raising awareness of issues
- Work closely with the bishop
- Lead events such as BHM and other heritage activities
- Communicate about racism
- Be a role model and champion the cause of racial justice

4. **Structure**

- It should be 1 person
- Not a 1-man job as it's a team effort so need 3 – 5 people
- Could be both – either/or
- Could have 1 area dean with 3 reps
- Could have a steering group that works and supports racial justice effort
- With 6 incumbent's numbers might be limited

5. Area links

- Role should network across areas as it's a heavy burden to carry
- Engage in quarterly meetings

6. Person characteristics

- Should be open to laity/clergy
- Experience of racial justice and EDI issues/skills/knowledge
- Experience of church set up
- Not important to have lived-experiences
- Passionate about racial justice
- Anti-racism training

7. Title

- Change of title important to Dean of racial justice

- Need to include other minorities

8. Anything else

- Support needed to move mission forward that leads to action
- Be involved in building shared understanding of race in churches
- Come and talk to PCCs
- Look at clergy placements in parishes – where do we end up?
- Break data down for Stepney area and communicate so all are aware
    - Recruitment
    - Appointments
    - training

DIOCESE OF LONDON

APPENDIX 4: FOCUS GROUP – SESSION 2



Focus Group

Session 2 – 19.10.22

1. Racial Justice in Stepney Area

- No idea of the process or who to go to for issues of racial justice
- Racial justice covers a wide area in Stepney
- Wouldn't speak up about issues of racial injustice since it leads to marginalisation – would ignore it where possible
- To speak about makes you labelled and excluded
- Would advise any complainant to keep quiet and move on since speaking about it creates poor relationships
- Was pleased with the support for Child Q within Stepney and that they were taking action
- Getting responses to Synod questions made them feel happy as it showed it was being taken seriously
- How does the church deal with the Windrush generation and accept the gifts they offer and tell their stores:
    - Narratives told by them
    - Honour and tell their stories

2. Key Tasks

- To be a point of contact for issues of race
- Support for new ordinands/mentor through theological college
- Point of contact to support parishes as to how liturgical worship reflects race
- Review hymns for gender bias etc
- Be proactive and engage with all in offering support
- Provide education
- Lead on how do we make it easier to discuss racial justice
- Recruitment to ensure diverse panel but not necessarily this person on each panel
- Careful not to download everything on this person

- Person should be local
- Should be an advisor to the bishop on matters of race
- Lead on racial justice changes

3. How can the role best serve deaneries/parishes

- Should support racial justice across deaneries
- Not heard of RJPG group
- Attend regular meetings with counterparts across the Areas

4. **Structure**

- Should not be 1 person as although some may share the same skin colour, they do not share the same experiences as this is dependent on background i.e., African / Caribbean context
- Need a team of 5 – 7 committed people
- Need to hold a conference on racial justice to raise awareness in Stepney
- Could have area Dean plus 2 or 3 representatives from each deanery – similar approach to area council
- Any meetings must be regular and show action and not become a talking shop (Stepney BAME group)
- Form a core group across deaneries
- Role would be isolating for 1 person
- Role should be for a set period / term of office

5. Area links

- Convene quarterly meetings
- Can also schedule meetings across Area's

6. Person characteristics

- If laity, would their voice be heard? Would they make an impact
- If clergy, voice more likely to be heard
- Not a Bishop as people want to be able to speak freely and power and position may impact
- Fierce and good personnel/comms skills
- Level of knowledge/understanding
- Anti-racism training
- Lived-experience might be a hindrance pushing people forward in a way that's positive
- Not Archdeacon as they toe the party line and won't offer a difference of opinion
- Have experience of EDI
- Need to have impact

7. Title

- Dean of racial justice to align with head office position
- Title less relevant more about results

8. Anything else

- How would racial justice look in a year in terms of liturgical aspect and events
  - Work with PCCs/ parishes to reflect racial justice in events throughout the year
- Role needs to embrace all minorities
- Must be integrative – everyone learning as a whole
- Engage in seminars, conferences that bring people together on racial justice as offers a chance to meet others from different parishes



Focus Group

Session 3 – 09.11.22

1. **How do we address matters of racial justice in Stepney Area?**

- Racial justice is a big elephant and not easy to deal with. Different people have different ideas
- The relationship with the Priest is very strong and this gives confidence and assurance when addressing issues of race as in the past they have got the assurances needed
- With issues of race, some members feel 'safe' in highlighting issues with +J
- The Priest is a source of wisdom and advice and feel secure in approaching him
- The context would determine the route to resolution/next steps
- If issue a church situation then would approach training incumbent
- RS & RHW seen as a safe space to engage in dialogue around race
- Need to air views to check oneself and validate experience due to racism deniers
- Often speaking to peers is helpful however RS if a bigger voice is needed
- Will go to +Joanne because she is my bishop and would want to know and feel a level of care
- It's quite difficult to raise issues particularly if it it's your incumbent as it creates tension
- Don't report due to fear of reprisals
- Not taken seriously
- Not clergy so not sure anyone would listen
- If tension is created often can't see a way forward to unification
- Psychological safety a big issue as don't feel DoL is safe due to historic issues
- St Mellitus separate to DoL so feel more able to share if encountered any issues
- What have we learnt from RS – be faithful to the deposit so we are not continually starting from scratch
- What has Stepney learnt from previous engagements

2. **What do you think ae the key Tasks?**

- Involvement in recruitment processes/training/development/equity/equality
- Do senior leaders want racial justice?
- Speak into public spaces however CoE is supposed to represent the people.
- Systemic issues at the heart of people who have been through the same training but the condition of the heart is still unchanged
- Stepney/broader church thinking on heritage monuments

3. What would you like to see as key duties of the role of Dean of racial justice?

- Advisory to parishes and deaneries
- Should be a consultative body with resource and collective thinking
- No hard governance power but needs to have some power to have impact
- Clarity and transparency in operation
- The role should not be a talking shop
- Look at the way we include/exclude cultural representation
- The whole body of Christ should be able to speak into issues of racial justice. Why should only this person have a voice?
- Bring awareness to issues of racial justice
- Support racial justice work within the diocese
- Hyper complex issue
- Information curation
- Learn mistakes of the past
- RACI chart – being conduit of relevant information
- Forward relevant information
- Central hub/source of information, safety net, mentorship etc

4. **Would you consider a 'team' approach appropriate?**

- It should be 1 person
- Could have a broader team i.e., SE Asia incumbent
- Representation is important
- Tendency to not engage with racial justice structures because it's far more complex
- Church structures only changed through intentionality
- Team approach better
- Mixed laity/clergy

5. Should this role link across Areas?

- Role should network across areas as it's a heavy burden to carry
- Engage in quarterly
- meetings

6. What characteristics would you require of the postholder?

- Should be open to laity/clergy
- The language around racial justice can be uncomfortable
- Need representation with intentionality otherwise why do we need someone of colour
- Need an open heart to hear
- Intentionality to be heard
- GMH exploitation – they become the face of racial justice
- Respects, understands, listens, communicates
- Make sure every voice is heard
- Discernment
- Engage in conversations that connect across denominational lines
- Have a broader vision across London
- Not afraid of direct talking – need to see diversity in the body
- Lived experience and how it is lived out
- Not someone with a chip on their shoulder
- Edi experience/anti-racism training
- Give impartial advice
- Source of knowledge
- Not be afraid to face into the 'establishment' with truth
- Uncomfortable with micro-aggressions and how things work i.e., CRT Kimberly Crenshaw

7. Do you feel the title fits the role?

- Change of title important to Dean of racial justice
- Need to include other minorities

8. If there is one thing that the Dean of Racial Justice could do to support you, what would it be?

- Support needed to move mission forward that leads to action
- This shouldn't be seen as a random act of affirmative action as it makes them doubt own competence
- Work with us to empower us to use our own voice effectively
- Empower clergy to have a voice that is listened to
- Not to doubt own ability

DIOCESE OF LONDON

APPENDIX 6: ADDITIONAL COMMENTS – ZOOM

I'm happy for RJ representative to input into monuments (e.g., information on available grands, and other case studies) so long as it does not lead to the abdication of responsibility or impose moral culpability on leaders

Information curation

But if we don't learn from the past then we are bound to repeat the mistakes of the past so we can't just chart a way forward

Just to clarify, I was wasn't saying to dwell on the past or go backwards, but rather to *account* for what has happened, to honour /account for the deposit (if there has been one), account for what has been learned or not; what the institution / area is intending to do. Hope that makes sense. Otherwise, we're going round in circles. So more about honouring the deposit, or naming the fact that there hasn't been one, and we are starting from scratch (but hopefully that informs how we proceed).

DIOCESE OF LONDON

APPENDIX 7: FOCUS GROUP – CODED ANALYSIS

Stepney Area Research Analysis – Coding of responses

Question	Response (Code)	Theme
1. How do we address matters of racial justice in Stepney Area?	a Difficult to deal with – different people have different ideas. a. would feel supported if had an issue a. 'parish bubble' means issues of racism dealt with locally b. unaware of any policy/process to follow if issues arise b. dilemma about where to go within the church though some would go to incumbent a. recognition that issues of race are emotional and psychological b. lack of clarity on how to deal with issues of racism at every level, parishioner to parishioner, parishioner to priest, priest to priest a. not much being done on racial justice. Action speaks louder than words d.listen, learn and support action following any reported racial grievances a. we need to see proper action to see change a. do we have data? What is the evidence before us? What is our definition of racism? f. Stepney area diversity and inclusion strategy to be beacon for EDI a. wouldn't speak up about issues of racial justice since it leads to marginalisation – would ignore it where possible a.fear of speaking up as it makes you labelled and excluded and creates tension that often can't see a way to unification a.anyone engaged in a complaint would be advised to keep quiet and move on to avoid creating poor relationships a. child q response in Stepney showed we were taking much needed action g. How does the church deal with Windrush generation and accept gifts they offer and honour them by allowing them to tell their stories a.strength of relationship with priest gives confidence and assurance as he is a source of	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics e. Key tasks f. Role structure g. Priorities h. Stepney Future

	wisdom and advice when addressing issues of race as is RHW a.some are happy to share issues with +J or if a church situation approach training incumbent a.historic issues within DoL means psychological safety a big issue b. the context would determine the route to resolution/next steps a.constant need to check oneself and validate experience before airing due to racism deniers a.speaking to peers is helpful but good to know a bigger voice is available if required a.would want to feel a level of care from local bishop a.fear of not taken seriously particularly if not clergy a.be faithful to the deposits of those that have gone before so not continually starting from scratch a.body language of CoE consistent and ethnic minorities are not confused by it. Messages of engagement whilst at the same time showing disdain for contributions a.a feeling by some of déjà vu since no action has been seen to be taken leading to an apathetic response a.ethnic minorities doubtful another appointment would have any bearing on their day to day challenges	
2. What do you think are the key tasks?	c. Involvement in recruitment processes/training/development/equality and lead on the change c.have a presence on the panel for appointments but rotate so not just the same person d. Boundarylessness – see everyone as humans and broaden scope to include other minorities f. involvement in leadership and governance – advisory role but must have a voice at the top of leadership a.to be a point of contact for issues of race and support to parishes as to how liturgical worship reflects race – review hymns for gender bias a.support for new ordinands/mentor through theological college d .be proactive and engage with all in offering support so all in the church community can feel included	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics e. Key tasks f. Role structure g. Priorities h. Stepney Future

	a.be the lead on how do we make it easier to discuss racial justice a.monitor the well-being of those involved in racial justice d.be an advisor to the bishop on matters of race a.systemic issues at the heart of people who have been through the same training but the condition of the heart remains unchanged e.speak into public spaces as CoE is supposed to represent the people h.broader church thinking on heritage monuments	
3. How can the role best serve parishes/deaneries?	e.Advisory to parishes/deaneries e.provide the support needed that moves the vision forward that leads to action – be a consultative body with resource and collective thinking e.be involved in building shared understanding of race in churches and go and talk to PCCs to be a visible presence a.review clergy placements in parishes – where do we end up? g.break down ethnicity data for stepney and communicate so all are aware – recruitment - appointments - training e.operate similarly to the safeguarding lead in churches h.set up strategies for fair outcome whatever the situation e.be a point of contact (with others to support in each deanery) and across areas attending regular meetings with counterparts a.welcomer of new people e.lead events such as BHM and other heritage activities e.be a role model and champion the cause of racial justice with clarity and transparency e.communicate about racism but not be a talking shop without action e.no hard governance power but needs to have some power to have impact so be a conduit of relevant information, provide safety net and mentorship h.look at the way we exclude/include cultural representation a.the whole body should be able to speak into issues of racial justice? Why should only this person have a voice?	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics e. Key tasks f. Role structure g. Priorities h. Stepney Future

	e.support racial justice work across the diocese a.hyper complex issue a.information curation a.learn mistakes of the past	
4. Would you consider a 'team' approach appropriate?	f. it should be 1 person but would be isolating for 1 person f. this is not a 1-man job – it's a team effort so need between 3 – 5 people. Although some may share the same skin colour they do not share the same experiences as this is dependent on background i.e. African/Caribbean context f. could have 1 area dean with 3 reps – similar approach to area council f.could have a steering group that works and supports racial justice effort f. need to hold a conference in Stepney Area to raise awareness on racial justice f.meetings should be regular and show action and not become a talking shop (Stepney BAME group) - quarterley f. role should be for a set period of time/term of office f. could have a broader team approach that includes other ethnicities ie. SE Asia incumbent f.representation is important f.tendancy to not engage with racial justice structures because its far more complex f. mixed clergy/laity team approach better	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics e. Key tasks f. Role structure g. Priorities h. Stepney Future
5. Should this role link across areas?	f. role should network across areas as it's a heavy burden to carry f. schedule of meetings across areas to share ideas/thinking f. quarterly meeting schedule	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics e. Key tasks f. Role structure g. Priorities h. Stepney Future
6. What characteristics would you require of the postholder?	d. should be open to laity/clergy. If laity would their voice be heard? would they make an impact? If clergy, voice more likely to be heard d. experience of racial justice and EDI issues/skills/knowledge and impartial advice	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics

	d. experience of church set up d. passionate about racial justice with level of knowledge/understanding, respect, listens, communicates d. not important to have lived-experience as this might be a hindrance pushing people forward in a way that's positive d. anti-racism training d. not a bishop as people want to be able to speak freely and power and position may impact d. fierce and good personnel/comms skills d. Not Archdeacons as they tow the party line and won't offer a different opinion a. need representation with intentionality otherwise why do we need someone of colour? d. need an open heart to hear and intentionality to be heard d. avoid GMH/UKME exploitation – they become the face of racial justice d. make sure every voice is heard d. engage in conversations that connect across denominational lines d. have a broader vision across London d. not afraid of direct talking – need to see diversity in the body and confident in facing the 'establishment' with the truth d. has lived-experience and understands how this is lived out a. not someone with a chip on their shoulder a. uncomfortable with micro-aggressions and how things work ie. CRT c.appointment should have a level of authority to make decisions since minority community desperately needs someone they can trust who can break protocols and live up to their word in action a.racial justice is everyones concern and it will take a combined effort to make progress a.need radical inclusivity to set the pace and revolutionise the culture of keeping ethnic minorities away from church and leadership positions e.take capacity building to communities to reach out to individual churches to win their trust f.host spaces for conversations and sensitization's – come down – reach down – get down	e. Key tasks f. Role structure g. Priorities h. Stepney Future

	e.engage young people so they see the commitment and determination to make the experiences better than those experienced by their parents generation	
7. Do you feel the title fits the role?	g. change of title to Dean of racial justice important to align with head office position g. title less relevant more about results	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics e. Key tasks f. Role structure g. Priorities h. Stepney Future
8. If there is one thing that the Dean of Racial Justice could do to support you what would it be?	h. how would racial justice look in a year in terms of liturgical aspect and events e. work with PCCs/parishes to reflect racial justice in events throughout the year h. must be integrative – everyone learning as a whole e. engage in seminars, conferences that bring people together on racial justice as offers a change to meet others from different parishes h. this shouldn't be seen as a random act of affirmative action as it makes them doubt own competence h. work with us to empower us to use our own voice effectively so that it is listened to h. develop Stepney area diversity and inclusion strategy to make Stepney a beacon for D&I for its peer diocese h. Drive an inclusive and collaborative culture which values diversity d.be a role model and champion the cause of racial justice d.live the values of an inclusive church d.actively building and supporting diversity in all our churches	a. Challenges of Racism b. Policy/process c. Recruitment d. Person characteristics e. Key tasks f. Role structure g. Priorities h. Stepney Future