DIOCESE OF LONDON

Guiding Principles of the Racial Justice Strategy

Racial Justice Priority Group

(December 2021 – December 2026)

Aim

The 2030 Vision is a commitment to grace and love that fosters the flourishing of everyone including all those who have been marginalized in order to attain the ultimate vision of humanity gathered in all its diversity in worship before God. Our need to show the love of our creator is the underlying priority within the Diocese of London as we strive to take action that allows for every Londoner to encounter the Love of God in Christ. The challenge of this vision is not limited to but includes the need to identify, respond to and root out systemic racism that purposefully privileges certain people and groups whilst marginalizing others. The Anti-Racism Taskforce whose report *'from Lament to Action'* makes clear the actions needed to bring an end to prejudice throughout our culture, structures, policies and practices.

Our need to name and repent of our systemic racism while listening to the voices that can help us to change is paramount. We seek to acknowledge the inequality that restricts the flourishing of global majority heritage/UK minority ethnic people as well as those from Gypsy, Traveler and Roma communities (GTR) respecting the dignity of all as we seek to follow in the footsteps of Christ who calls us to love one another as we strive for justice and peace. It is about bringing about a sea change in our church; and through being rooted in the love of Christ, recognizing the importance and urgency of racial justice.

The commitment to the task of anti-racism is one that will require resilience, patience and cooperation as to date very little progress has been evident within church structures and processes even though the Church of England has been

engaged in this work for some time. Our need to appoint more global majority heritage/UK minority ethnic people to episcopal and governance roles throughout the church so that people of different ethnicities and from diverse cultural backgrounds are visible, valued, listened to, empowered and in authority at every level of leadership will be our focus.

Priorities

The strategic priorities identified as key to any meaningful changes are rooted in theology and underpinned by prophecy ***(James 5: 1-6)*** in which we are called to acknowledge and repent of systemic racism. This provides a framework for change wherever unjust practices are found. We are also reminded of the crucial impact and significance of the guidance and work of the Holy Spirit through prayer ***(James 5:13).*** All of us including those who have suffered, are called to prayer and praise. We are urged to move forward collectively as the Body of Christ empowered with the healing grace of God in Christ and the gift of patience ***(James 5: 7-11)*** as we actively listen and engage in dialogue so that we can take the radical steps needed to tackle racism in the church together and provide an accountability structure to make change happen.

We will therefore use the following ***strategic framework*** as we begin the transformative work needed to bring about the change that is reflective of the communities we serve.

1.1.1 To support the Diocese of London which covers the episcopal areas of the Two Cities, Stepney, Kensington, Edmonton and Willesden in collaboration with the Bishop of Islington, Bishop of Fulham and the Bishop of Maidstone in taking forward the 'racially just' priority of 2030 Vision and the recommendations of the Anti-Racism Taskforce report '*From Lament to Action'.*

1.1.2 To achieve equality meaning that global majority heritage/UK minority ethnic people and other marginalized groups can play an active role in building church communities that recognise

the giftings from all cultural backgrounds and have these evident at all levels within the Diocese of London.

1.1.3 To identify and root out any processes, structures and systems that collude with racist outcomes in restricting opportunities to marginalized communities so all can play an active role in building a church community that recognises the talents of all and where all are encouraged to reach their full potential in responding to the call of God.

1.1.4 The challenge of delivering racial equity cannot be overstated. With the Diocese of London's lack of progress to date, we will endeavour to continuously monitor the impact of all actions taken - gathering, analysing and reflecting on the data so racial equity outcomes can be determined and strategies adapted as necessary.

2. Proposed Strategic Priorities

The strategic framework within which the Diocese of London will operate will consist of 5 specific strategic priorities for 2021 – 2022 outlined below;

2.1.1 **Strategic Priority 1**: ***To foster a culture within the Diocese of London that is built on love, fairness, equity, justice, collaboration and integrity.***

Strategic Priority 1 would be characterised by:

2.1.1.1 Building a culture that attracts, develops, retains and fully engages the talents of global majority heritage/UK minority ethnic and other marginalized groups across the Diocese of London.

2.1.1.2 Actively support the anti-racist values as outlined by the Archbishop of Canterbury's Anti-

Racism Taskforce in words and deeds that underpin the racial justice priority strategy as part of 2030 Vision.

2.1.1.3 Set and agree targets for greater representation of racially diverse people in leadership and governance levels with processes evidenced by a numerical increase in global majority heritage/UK minority ethnic people.

(i) With regard to leadership have fairer selection processes.

(ii) As regards governance for every effort to be made to bring about a sea change in our churches so that when the members of the churches participate in election processes, they show that they recognise the importance and urgency for racial justice.

2.1.1.4 Use data to identify areas of under-representation within leadership and governance in the Diocese of London so interventions can be targeted appropriately.

2.1.1.5 Listen to the voices of those affected giving greater weight to their lived-experiences on matters of racial equity.

2.1.1.6 Report regularly on the actions taken and the results of interventions to show the impact on behaviours, inclusion and awareness.

2.1.2 **Strategic Priority 2**: ***Implement a programme across the Diocese of London to facilitate learning that allows for greater understanding of the injustice of racism.***

Strategic Priority 2 would be characterised by:

2.1.2.1 Mandatory and regular awareness of how racism affects minority groups through 'Unconscious Bias' training and other related subject-specific training

2.1.2.2 Reflect on how we communicate and interact with global majority heritage/ UK minority ethic and other minority groups in our communities creating opportunities to engage at all levels.

2.1.2.3 Encourage the sharing of lived-experiences to allow for collective growth from truth telling.

2.1.3 **Strategic Priority 3**: ***To break down mental, cultural and institutional barriers that exists within the Diocese of London structures, policies and processes to engender true race equality.***

Strategic Priority 3 would be characterised by:

2.1.3.1 Use of recruitment practices that lead to more representation of global majority heritage/UK minority ethnic candidates monitoring each stage of the recruitment process for evidence of bias.

2.1.3.2 Monitor the current levels of representation, retention and progression for global majority heritage/UK minority ethnic groups across the Diocese of London.

2.1.3.3 Provide structured mentoring and reverse mentoring opportunities where the gifts and aspirations of global majority candidates/UK

DIOCESE OF LONDON

minority ethnic groups are recognised for leadership positions so we can appoint leaders from a level playing field to senior positions ie. Simon of Cyrene Theological Institute.

2.1.4 **Strategic Priority 4**: ***Ensuring equality, diversity and inclusion in our leadership and governance, promoting racial justice throughout church structures and doing so in ways which recognise in governance in the Church of England power also rests in the hands of the people ie. With those on the electoral roll of our churches.***

Strategic Priority 4 would be characterised by:

2.1.4.1 A robust set of targets for global majority heritage/UK minority ethnic representation in leadership and governance within the Diocese of London.

2.1.4.2 Representation of global majority heritage/UK minority ethnic candidates on recruitment selection panels as well as at least one appointable global majority heritage/UK minority ethnic candidate on all recruitment shortlists.

2.1.4.3 Model the anti-racist behaviours to promote culture change by all those in leadership positions.

2.1.4.4 Design specific steps and activities for convincing members of the Bishops Council, Diocesan Synod and Deanery Synod who are the electors of key governance bodies, as to the need for urgency in addressing issues of racial justice in

the candidates they put forward and ultimately elect.

2.1.4.5 Engage directly with our churches on issues of racial justice in view of the fact that the elections and candidacy of people to our governance bodies starts with those in our churches.

2.1.5 **Strategic Priority 5**: ***Greater attention to 'truth telling' that seeks to highlight and challenge the legacy of systemic racism as a response to the historical heritage of slavery.***

Strategic Priority 5 would be characterised by:

2.1.5.1 Greater emphasis on storytelling through blogs, case studies etc. that highlights the historic injustices and the role played by the wider Church

2.1.5.2 Develop case studies that showcase the impact of injustice and the interventions needed in bringing about culture change within each Deanery for role modelling.

2.1.5.3 Identify partnerships that can assist the Diocese in reviewing the legacy of statues and monuments exploring historical links and their relevance in today's culture ie. Historical Religious Buildings Alliance

2.1.6 **Strategic Priority 6**: ***Invite everyone to join the conversation recognizing that all our experiences are different and that we all need to learn and grow.***

Strategic Priority 6 would be characterised by:

DIOCESE OF LONDON

2.1.6.1 Development of internal staff networks to create safe space for engagement in discussions for all colleagues at all levels.

2.1.6.2 Establish 'conversations about race' sessions/blog to explore issues faced by global majority heritage/UK minority ethnic people for wider learning at Parish and organizational level.

2.1.6.3 Explore opportunities for wider engagement between senior leaders and global majority heritage/UK minority ethnic staff

DIOCESE OF LONDON

Success Criteria

The collation of data is key to determining the success or otherwise of the interventions outlined. We recognize that this is an area for development however the quantitative and qualitative indicators that we can measure progress against our key priority areas would include:

- Ethnicity data on the proportion of global majority heritage/UK minority ethnic staff members at each level of leadership and governance.
- The proportion of global majority heritage/UK minority ethnic candidates who apply for roles within the Diocese of London.
- The proportion of global majority heritage/UK minority ethnic candidates who are shortlisted within the Diocese of London.
- The proportion of global majority heritage/UK minority ethnic candidates who are appointed within the Diocese of London.
- Number of pages (print or web) of materials (stories, images, etc…) displaying ethnic diversity in communication.
- Number of staff training programs undertaken at each level of leadership/management that focus on unconscious bias training and/or microaggressions.
- Proportion of favorable responses to evaluation surveys after staff training sessions on unconscious bias and/or microaggressions.
- The proportion of favorable responses to an annual survey on culture change as a result of initiatives undertaken from a baseline to be established.

DIOCESE OF LONDON

- Increase in the number for responses recorded on the Diversity Audit
- The proportion of global majority heritage/UK minority ethnic candidates on the SLDP and in the pipeline.
- Increase in the proportion of global majority heritage/UK minority ethnic ordinand appointments
- Increase in the proportion of global majority heritage/UK minority ethnic deacons appointed
- Increase in the proportion of global majority heritage/UK minority ethnic clergy appointed
- Increase in the proportion of global majority heritage/UK minority ethnic in lay leadership positions

DIOCESE OF LONDON

RACIAL JUSTICE TARGETS – 2022 - 2025

Leadership/Governance

- London College of Bishops – increase number of Bishops to 28% (0%)
- Diocesan Synod – Clergy: increase GMH/UKME representation to 8% (4%)
- Diocesan Synod – Laity: increase GMH/UKME representation to 20% (15%)
- Diocesan Bishops Council – Clergy: increase GMH/UKME representation to 10% (5%)
- Diocesan Bishops Council – Laity: increase GMH/UKME representation to 20% (16%)
- Diocesan Finance Committee – overall: increase GMH/UKME representation to 20% (14%)
- Audit & Risk Committee – overall: increase GMH/UKME representation to 20% (14%)

Note: ( ) = 2019 figure

Parishes

- 200 people signed up to the racial justice prayer network and receive the prayer bulletin
- 25 parishes running Unconscious Bias training programmes (excluding those in vacancy)
- 15 parishes providing racial justice outreach

DIOCESE OF LONDON

- 10 parishes working in partnership with local groups engaged in racial justice
- 15 parishes providing Welcome team racial justice awareness training
- Increase in number of GMH/UKME ordinand's appointment by 5%
- Increase in number of GMH/UKME Clergy appointments by 5%
- Increase in number of GMH/UKME lay appointments by 5%
- Increase in Peters Stream to 35 attendees per annum
- Increase in number of GMH/UKME attending SLDP/Bishops Wilfred Wood programme by 25%
- 5 'Conversations around race' events held per annum (1 per Area)
- Increase in number of responses from clergy diversity audit (baseline to be established)

LDF Staff

- 10% of staff at each management level to be GMH/UKME
- 10% of staff at clerical level to be GMH/UKME
- All shortlists to contain an appointable GMH/UKME candidate
- All recruitment panels to have at least 1 GMH/UKME member
- All staff to undergo at least 1 anti-racism training course annually (in addition to UBT)
- Increase in number of responses from staff diversity audit (baseline to be established)