

PCC Racial Justice and Inclusion Vision Statement

We believe we are all one in Christ. All manifestations of racism or discrimination of any kind are wholly unacceptable, and contrary to his teaching. We have identified the inclusion of people from black and minority ethnic backgrounds as an essential part of our mission.

All Saints is a member of Inclusive Church, and takes all forms of exclusion very seriously. Over the years, the church has worked to address a range of issues. Racial Justice and Inclusion is a challenge currently facing organisations as an urgent priority throughout the UK. We feel it is our Christian calling to this challenge to the very best of our ability.

Individually and collectively, we will be responsible for building racial equity awareness; embedding equality in our processes; broadening participation in the work of All Saints; and enhancing belonging and service for everyone within the worship and community of All Saints.

Our 2020 challenge is:

Governance:

- in October 2020, to ensure that there are *at least* two black and minority ethnic church members on our PCC (but ideally more)
- with immediate effect, to ensure that black and minority ethnic church members are represented in all significant decision-making processes
- to update the congregation on progress made or issues raised at the May 2021 APCM

Welcome:

- by March 2021, to provide training in 'unconscious bias' for the welcome team
- by June 2021, to have offered the rest of the congregation an opportunity for training in unconscious bias
- following on from this, to convene a small group to recommend further opportunities for education, discussion and learning
- by March 2021, to have consulted with black and minority ethnic church attenders on their experience of welcome and inclusion at the church, and to feed this back to the PCC and the 2021 APCM

- to continue to ensure that black and minority ethnic church members are proportionately represented in the welcome and hospitality teams

Liturgy

- with immediate effect, to ensure that black and minority ethnic church members are represented in the presentation of the liturgy, whether as guest preachers, servers, readers, or in leading intercessions; for there to be 'joined up thinking' to ensure that rotas are planned to ensure this happens

Library

- a great deal of work has been put into the church library. The librarians have responded thoughtfully to the priorities identified by the Ministry Team and others. However, as a church we are on a learning curve. As there are few books by black and minority ethnic authors, when the library re-opens, to ensure that *at least* 10% of books are by black and minority ethnic authors (but preferably more), with a clear review process for recommending a more ambitious lower limit for following years

September 2020

This statement will contribute to the 2021 Mission Action Plan currently being prepared by the PCC