

# DIOCESE OF BRISTOL

## RACIAL JUSTICE TASK FORCE - WHERE ARE WE NOW?

Following the Bishop of Bristol public commitment to tackle racial injustice, the Diocese of Bristol have been working on the following initiatives to achieve its vision of racial justice.

<b>Racial Justice Project Officer</b>	<p>A Racial Justice Project Officer has been appointed to work two days per week.</p> <p><a href="https://www.bristol.anglican.org/news/welcome-to-rashida-hartley-who-has-joined-the-diocese-and-is-flying-the-flag-for-racial-justice.php">https://www.bristol.anglican.org/news/welcome-to-rashida-hartley-who-has-joined-the-diocese-and-is-flying-the-flag-for-racial-justice.php</a></p>
<b>Anti-racism Training</b>	<p>The diocese is keen to embed training at all stages of the vocational journey: ordinands, curates, new incumbents and ministers. The diocese offer a range of training that includes: Unconscious bias, Being White, Intercultural training.</p> <p>Sarum College held a training session, 'Resourcing Inclusion', led by Chigor Chike. Those who attended stated this was a helpful session and also had good representation from Bristol diocese.</p>
<b>Repentance and Restoration Projects in the Diocese of Bristol</b>	<p>This work is being undertaken by a PhD student from York university supported by academics and historians in Bristol. The survey will be used by the diocese to inform decisions regarding the narratives that are told about the history of the church in the diocese, including the legacy of slavery and imperialism. We anticipate that this work, together with work being undertaken at Bristol Cathedral, will contribute to seminars and workshops in Bristol that might take place before the Mayor of Bristol's History Commission "We are Bristol" reports in 2023.</p>

	<p>An engagement exercise, building on work already undertaken with people of African and Afro-Caribbean heritage in Bristol (Project TRUTH, commissioned by the Bristol City Council's Legacy group) we will seek to hear views on reparations, monuments and memorialisation, acknowledging past racism in the church and building a better future from Anglicans with African and Afro-Caribbean heritage in the diocese. Views from other global majority heritage Anglicans, and global majority heritage Christians may also be sought.</p>
<b>Monuments</b>	<p>This project is underway and fully funded. Researcher to meet Bishops Chaplain, DAC staff, and other interested parties to scope the first stage of the work. Also to meet Cathedral Monuments Audit Reference Group for introductions to key Bristol institutions.</p>
<b>Engagement</b>	<p>A project to involve members of minority communities in the Diocese of Bristol, particularly (but not exclusively) those who are Anglicans in contributing to our strategy with regard to contested heritage and/or the wider implications of the legacy of slavery particularly among the Windrush Generation, or second or third generation Afro-Caribbean people for example.</p> <p>To include:</p> <ul style="list-style-type: none"> <li>• Setting up and running focus groups</li> <li>• Supporting parishes with contested heritage in engaging with those who are most impacted by that <b>heritage</b> (for example, descendants of enslaved Africans with particular links to significant Bristol slave owning or trading families or institutions) eg acting as mediators or facilitators in such conversations (we might be able to identify a small number of locations for this work?)</li> <li>• Drawing together emerging outcomes from the Mayor of Bristol's History Commission, Bristol City Council Legacy Group and projects initiated by them</li> <li>• Planning an event or events for larger scale testing of ideas or consultation in a range of locations.</li> </ul>
<b>Legacy of Slavery</b>	<p>Sessions held in the Cathedral for parishes with significant memorials in their churches.</p>

	Gemma Shearwood to return to complete final audits on 'hot spot' churches. When completed, a second presentation will be delivered to churches and a toolkit might be launched to help parishes do their own work.
<b>Leadership Development</b>	<p>A project to support greater diversity in our governance structures by supporting individuals from ethnic minorities who may be recruited or co-opted on to Synods, Boards and Councils, or by supporting individuals who will act as reverse mentors to individuals, Chairs or Boards.</p> <p>To include:</p> <ul style="list-style-type: none"> <li>• Advising on recruitment to voluntary roles</li> <li>• Working with key individuals to support recruitment (e.g. key parish clergy or Area Deans)</li> <li>• Offering training to newly recruited or co-opted board/synod members</li> <li>• Identifying or recruiting ethnic minority co-optees or reverse mentors</li> <li>• Supporting those co-optees or reverse mentors</li> <li>• Offering feedback and advice to develop diversity among governance structures for the long term (i.e. structural, linguistic, presentational changes).</li> </ul>
<b>Transforming Church</b>	<ul style="list-style-type: none"> <li>• The diocese is now at phase 2 of the Transforming Church strategy. The next point for this work is a presentation to Synod in September. The phase 3 implementation stage will commence in January 2023.</li> </ul>
<b>Recognising Black History</b>	<p>A number of activities were scheduled for BHM which included:-</p> <ul style="list-style-type: none"> <li>• Walk of Witness (Bristol City) Thursday, 15th September 11-1 pm</li> <li>• Intercultural Worship (in Swindon) Dates TBC</li> <li>• All God's Children exhibition (at the Cathedral) August to October</li> </ul>
<b>Bristol Cathedral All God's Children Exhibition</b>	<p>The exhibition ran from August to end of October, and received between 350-400 responses, which have now been collated. The next step is to create focus groups with specific questions around (i) Interpretation, (ii) How we can honour the contribution of African and Afro Caribbean people living within Bristol, (iii) How to express lament and reconciliation in a way that might be physical/symbolic/ritual. Also underway is a research project with University of Bristol looking at the impact of the exhibition on young people.</p>

<p><b>UKME</b></p>	<p><b>Appointment of a Minority Ethnic Vocations Champion</b> — Rev. Mark Nam — who works with the Diocese’s DDO—Revd. Sue Gent—to ensure that the Diocese is proactively looking to encourage vocations amongst UKME/GMH across the Diocese.</p> <ul style="list-style-type: none"> <li>• Rev. Mark Nam speaks regularly on BBC Radio Bristol on issues of diversity and inclusion in relation to Racial Justice.</li> <li>• Nov 11th Rev Mark Nam lay a wreath at the Cenotaph in Whitehall to remember the 140,000 Chinese who served the British in World War 1 but whom have been forgotten (contested history)</li> <li>• Rev. Mark Nam hosted the Bristol Friendship Festival on College Green to welcome Hong Kongers to the Diocese of Bristol—over 800 in attendance.</li> <li>• Rev. Mark Nam ran a training session in Chippenham, equipping clergy to engage with Hong Kong communities settling in their parishes and learning the issues facing this vulnerable group</li> <li>• Rev. Mark Nam and Rev. Anjali Kanagaratnam lead the module of Racial Diversity at Trinity College each year.</li> <li>• Rev. Mark Nam represented the CofE at the National Service of Hope and Remembrance last month for ‘National Hate Crime Awareness Week’ which in 2022 focused on the hate-crime facing East and South-East Asian communities.</li> </ul> <p>St. Mary Redcliffe ran an exhibition to replace a stained glass window that had ties to Colston, with something that spoke to Racial Justice: <a href="https://www.stmaryredcliffe.co.uk/stained-glass-competition">https://www.stmaryredcliffe.co.uk/stained-glass-competition</a></p>