



Setting God's (BAME) People Free

FIRST STEPS IN 2020

*When everyone is included,
everyone wins*

- REV. JESSE JACKSON

FIRST STEPS

- +Martin and Rev Francis Moloney jointly appointed as Diocesan Links with CMEAC
- +Martin brought together a meeting in July of the five BAME we had at the time (now four) Joined by the Dean of BAME Affairs in Birmingham Diocese (Sharon Prentis), and the CMEAC Links from Gloucester Diocese.
- A report went to Bishop's Staff in September, who committed themselves to opposing systemic racism in the church, and to sharing in Unconscious Bias Training themselves.
- +Martin and Francis will convene a meeting of Minority Ethnic Anglican Leaders (MEAL) from the Diocese of Worcester in December. The Meal will have to be virtual this time and suggestions of possible lay people to invite are very welcome.

- **Recommendations for the Diocese** over 2021 will come from this group, or a task group that may emerge from it. They may include: How to address lack of BAME representation on Diocesan Synod; the need for more ethnic diversity amongst our clergy and diocesan staff; how to appoint a Dean of BAME Affairs, perhaps alongside an existing post; how to roll out unconscious bias training as one way of addressing systemic racism and disadvantage.

What Can You Do?

Pray that we might live out our kingdom values of love, compassion, justice and freedom

Read e.g. Ghost Ship by A. France-Williams or We Need to Talk about Race by Ben Lindsay, or **Listen** to Lenny Henry Podcast with Louis Theroux

Notice racist assumptions in yourself and others. We all have them!

Challenge racist behaviour wherever it is found.