

GENERAL SYNOD

I too am C of E:

A follow up to Unfinished Business-matching words with action

Introduction

1. For more than 3 decades there have been numerous calls for the full representation of minority ethnic (ME) people at all levels of diocesan and national structures in the church¹. This paper is a follow-up to *Unfinished Business* which recognised the importance of matching the intention toward equal participation with credible actions. It attempts to detail the progress towards equal participation to date. Sadly, there remains ‘unfinished business’ concerning the inclusion and representation of ME people in the Church. The video presentation which accompanies this paper is a visual representation of the diverse Anglican membership with which the church is blessed and which is a testament to the richness that different perspectives provide.
2. *Unfinished Business* recommended actions to promote the wider participation of minority ethnic Anglicans. Specifically that:
 1. The GS Appointments Committee consider how it might increase representation of minority ethnic Anglicans on GS Boards, Councils and Committees.
 2. The House of Bishops agree to take the necessary steps to ensure appropriate minority ethnic membership on all Bishop’s Councils, and Diocesan and Deanery Synods.
 3. In order to realise the desire expressed in *Talent and Calling* (GS 1650) "that holders of senior appointments in the Church of England should broadly reflect the diversity of the clergy from whom they are drawn", all diocesan bishops should undertake positively to look for minority ethnic clergy who are qualified for inclusion or who could be developed that they might be qualified for inclusion on the Preferment List.
 4. The House of Bishops re-affirms that all sponsoring bishops accept their responsibility to support CMEAC in promoting minority ethnic vocations.
 5. Archbishops’ Council to commission a report, for submission to General Synod on the effectiveness of the above recommendations including figures on the number of appointments and co-options in each category.

As suggested in the fifth recommendation, this paper reports on the effectiveness of the above to date.

The changing face of Britain

3. Britain has become home to a rich mosaic of cultures and ethnicities. Migration and travel in a global world has meant that many communities are characterized by diversity. ME groups now account for more than 14 % of the population in England and Wales compared to just over 7% in 2001. The groups experiencing significant growth are from the majority world countries e.g Africa, Bangladesh, Pakistan and East Asia. While much of the growth can be attributed to a

¹ See chronology of activities and reports in Appendix 1

rise in the birth rate among these groups, immigration and trans-global migration by those seeking to make Britain their home have contributed to an increase in the population.

4. Minority ethnic communities now constitute a significant proportion of some urban areas. According to Sunak² major cities such as London, Greater Birmingham and Greater Manchester account for approximately half of Britain's entire ME populations. Figures indicate that in 2016 the average age for ME young people will be between 11 and 13 compared to 40 years of age for the white population³. Furthermore, in London children and young people (CYP) from ME backgrounds out-number CYP from white backgrounds in every group up to 20 years of age⁴. The social, economic and cultural contribution by these groups to the local area is not inconsiderable. These communities are more likely to practice a religious faith and attend services every week. While Christianity in Britain is generally experiencing decline⁵ recent research indicates that one growth area is in urban metropolitan churches, particularly prolific among people of African heritage⁶.

Census 2001/2011 North West ANNEX

CCU(14)

	Christian Total	White (ESW)	White (other)	Mixed	Asian	Black	Other Ethnicity
Absolute numbers 2001	35251	32546	1351	337	90	806	118
Absolute numbers 2011	31479	27067	2029	552	443	1277	109
Absolute change	-3772	-5479	678	145	353	471	-9
% change: 2011 over 2001	-11%	-17%	50%	64%	390%	58%	-8%

One body with many members

5. Diversity is a blessing from God and enriching creation and the church. A significant strength of Anglicanism is the variety and vitality borne from its different traditions and people groups; it is as the whole people of God that we are called together to love, serve and evangelise within the communities in which we live. Yet, the contribution to that call for the ME proportion of the church is not evident on the whole. As a consequence, the presence of ME people in the Anglican Church is largely invisible to wider society and the next generation of church

² Sunak, Rishi & Rajeswaran, Saratha. A Portrait of Modern Britain (2014) London. Policy Exchange p.7

³ ibid p.7

⁴ ibid p.7

⁵ The Church of England (2013) From Anecdote to Evidence: Findings from the Church Growth Research Programme 2011-2013. London, Church House

⁶ University of Roehampton (2013) Being Built Together: A Story of New Black Majority Churches. London.

members in particular. A diverse church, moving in the Spirit, is the embodiment of what God has to offer humanity.

6. The last census (2010) recorded the ME proportion of the population at 14%.

The 2014 Everyone Counts Diversity Survey, which measured diversity in the Church of England shows the ME proportion of core adult congregations (18+) at 6% compared to 4.7% in 2007.

In addition the Everyone Counts ‘14 survey recorded ME participation in parish and deanery structures as follows:

- Of adult (18+ years) congregations:
- 4% of church council members are ME
- 6% of deanery synod members are ME
- 6% of churchwardens are ME
- The last survey of clergy ethnicity (2012) recorded ME clergy at 2.8%.
- The proportions of those recommended to the ordained ministry are as follows

Year	2011	2012	2013	2014
Proportion of ME Candidates recommended	5.2%	4.1%	5.5%	3.8%

7. Despite recent advances made by women over the past decade similar advancement opportunities for minority ethnic clergy have remained limited (since 2011, 2 ME Archdeacons only have been appointed)
8. We do not have data on the ethnic breakdown of General Synod boards, councils and committees. Similarly, the data on numbers of ME Anglicans in substantial diocesan lay roles and/or serving on diocesan boards, councils and committees is not currently collected.
9. The Church of England is richly blessed not only in the treasures of our traditions, but also by those from whose spiritual formation began in the worldwide Anglican Communion and who are now located within our dioceses. Endorsement of their ministries serves to celebrate what makes us different and what brings us together.
10. There continues to be a lack of progress towards equal representation at all levels of church leadership, structure and institutions. The invisibility of diverse minority ethnic groups in national and diocesan structures sends out a message to wider society about our identity. Failure to address this will undermine credible mission as well as calling into question our commitment to witnessing to God's acceptance in the world.

Action taken since *Unfinished Business*

11. The “Turning up the Volume” (TUTV) task group - which was established by the House of Bishops in 2012 - has a remit to develop and promote courses of action which will increase the number of ME clergy in senior appointments.
12. The task group has spent time exploring the reasons for the lack of ethnic diversity in senior church appointments, and with the support of an external facilitator, engaged in a series of

appreciative enquiry discussions with bishops. These conversations have helped to increase awareness of the lack of ME representation in senior appointments amongst members of the College of Bishops. The work of Turning up the Volume will be presented and discussed further at the meeting of the College of Bishops in September.

13. The Development and Appointments Group of the House of Bishops, takes the issue of diversity seriously, and this was a key feature of “Discerning and Nurturing Senior Leaders” (GS1982). Bishops were reminded of the importance of diversity when making their nominations for the strategic leadership development programme, so that the membership of this learning community could broadly reflect the diversity of clergy within the Church of England. Following the discernment process earlier this year, 9% of those invited to join the learning community are of ME heritage.
14. The Development and Appointments Group and TUTV will also be launching a “positive action” development programme in 2016. This programme will be aimed at helping BAME clergy who already have some degree of wider responsibility (e.g. Area Deans, training incumbents etc) to discern and explore their future ministry.
15. The Vocations Strategy Group (VSG) is a Ministry Division and CMEAC partnership working group. The remit of this working group is to develop, plan and carry out actions that will increase the number of ME Anglicans seeking vocation to ordained ministry. The group has organised:
 - Two National ME vocations conferences (2013 & 2014) both were oversubscribed. We are now realising the ‘fruit’ from these conferences with 5 participants attending or scheduled for a Bishop's Advisory Panel (BAP)
 - One secondary schools conference – a partnership between school chaplains and the VSG brought about a 3 day residential conference for 16 ME young people, 4 school chaplains (1 from each school involved) and members of the VSG. The theme of the residential was ‘What is God calling me to do’
 - Booklet -‘Everyday People’; This publication was sent to all dioceses and the demand has been so great that within the first two weeks we had to publish a further 2000 copies. The booklet is being used by dioceses to aid their ME vocations efforts.
16. At the request of individual dioceses CMEAC has provided MEAC advisory /support to:

Chelmsford and London ME clergy vocation & leadership conferences; Southwark ‘World in a Diocese’ -MEAC assessment and evaluation; Southwell & Notts, Lichfield, Sheffield – MEA constituency seminars; Chelmsford, Manchester, Birmingham, Rochester, Lichfield, St Albans, North East region – developing and/or progressing a MEAC strategy.

Appendix 1 provides a short précis of MEAC work as reported by individual dioceses.

The Blessedness of Unity

17. As the people of God we are one body. Unity is blessed by God. What makes us one in Christ is more than what divides us. This message is important for the next generation. A recurrent question is therefore "In what ways can we contribute to making the church reflect God's hospitality, his kingdom"⁷. We can no longer assume that saying the right words will be followed by the right actions.

⁷Psalm 133:1-3, NRSV

18. A full representation of ME people within church structures and at senior levels in particular is an essential witness to society of unity. The 'I too am CofE' campaign is both a statement and challenge about the lack of ME inclusion. The statement is also an acknowledgement of a 'Kairos' moment, one in which the whole church is being called into unity.
19. If the church is to encourage a diversity of skills, talents and people, we need to recognise, honour and represent the shared ministry of all God's people, including those from ME backgrounds at national, diocesan and local levels. For without that visible witness of unity in Christ, our mission efforts will fall short of what God intends. It is only with this degree of clarity coupled with purposeful intent that we can all say that I too am CofE!
20. The lack of visible role models implicitly communicates that ME Anglicans are excluded from positions of leadership and associated service. The lack of representation speaks audibly of a lack of trust in sections of the community and that formation happens within the gathered people of God. After almost 30 years of concerted effort by CMEAC and others, there is now a palpable impatience with the systems and processes. There is a huge risk that ME people will not see the church as a place for them.
21. ME representation in the Church is relatively low compared to that of women Anglican clergy and other public institutions.

	2001	2005	2012
<i>Proportion of women</i>			
Church of England clergy	18%	25%	33 ⁸ %

For example, there has been a concerted effort to improve ME representation in parliament.

	2001	2005	2010	2015
ME Proportion of MPs at General Election (UK)	1.7% (11 of 659)	2.3% (15 of 646)	4.2% (27 of 650)	6.6% (42 of 590)

22. Our response to God's generosity and to refute the current state of affairs is to act *now*. Faith requires obedience to the call and action to change those things that require changing. Our multicultural society should find its expression in a multicultural church; what is confounding is that we are still unable to reflect this reality. The invisibility of a significant part of the population and thus the denial of the gifts they bring for the service of the Church *cannot* and *must not* continue.
23. The lack of ME visibility amounts to a 'negation of relation', which unwittingly plays into notions of separation. The unity of love in the person of God should be reflected in the body of Christ the church, as we acquiesce to one another. This becomes evident in the appointment at all levels of the full representation of the people of God. It is the best visible expression of our commitment to the purposes of God that is a tangible witness.
24. Previous papers have highlighted the need for hospitality and generosity and how that has to be extended within the body. The fact that representation does not reflect the changing

⁸ Archbishops' Council, Research and Statistics, 2013 Church House Central Secretariat
⁹ UCL/Birbeck Parliamentary Project 2015, House of Commons Library

membership leads us to ask serious questions of ourselves about the commitment to our intentions.

25. Despite the advances made, combined with almost 30 years of promoting the participation of ME Anglicans in the church, this stubborn underrepresentation persists in all areas. Nevertheless, CMEAC cannot of itself make the necessary changes. While initiatives such as 'Turning Up The Volume' and the work of the Vocations Strategy Group have provided a framework to progress some of these issues, what is also required is a systemic commitment that involves all areas of Anglican organisational life - policies, procedures and culture, which addresses behaviours, attitudes and perceptions that perpetuate unconscious bias.
26. The issues for many ME Anglicans are just as pertinent now as thirty years ago.
27. As Martin Luther King observed:

“We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there "is" such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action.”

Reverend Dr Martin Luther King Jr.

28. This is a 'Kairos' moment. Just as women are now represented at all levels of the church and its' institutional life, so too must ME brothers and sisters have their place. In Christ we achieve a heterogeneous oneness characterised by the richness that comes with being a people gifted with different ethnic and cultural identities.
29. Below are three objectives on which CMEAC is already working. However, they are part of the vocation of the whole church and will only bring about change with the active cooperation of dioceses and national structures.
 1. A commitment to more inclusion and representation of ME Anglicans throughout the church and its institutions, which is underpinned by the monitoring of outcomes
 2. Purposeful action to address the existing state of affairs
 3. Explicit training in unconscious bias to address the tendency toward mono-cultural appointments. Unconscious bias training highlights and challenges the tendency toward preferring what is familiar and highlights the human inclination towards making value judgements based on them.

Dr Elizabeth Henry
National Adviser, on behalf of the Committee for Minority Ethnic Anglican Concerns

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**Diocese of Chelmsford: CMEAC
Key priorities**

Vocations

- Develop and encourage EM vocations, lay and ordained, locally and nationally.
- Explore alternative courses to the CCS e.g. the Newham model.
- Prep for BAP.
- Working with Theological training institutions on course material and pastoral support.
- Appropriate differentiation strategies implemented and reviewed.

Communications

- Set up mentors and work consultants, continued training and a data base locally and nationally.
- Exit strategy anonymous feedback forms to assess experiences.
- Ensuring that all events, services, presentations and publications have images that represent the diversity of our Diocese
- Presentation to Diocesan Synod. Raising the profile of CMEAC; should be on agendas Synods, BSM and Bishops Council etc.
- The need to keep EMs informed about what is going on locally and nationally.

Leadership Roles

- Preparing EMs for all levels of leadership, including senior leadership roles, by setting up training programmes intended for this purpose.
- Links with national initiatives
- Recognising that EMs do not hold exclusivity on discrimination. This is an opportunity for all minority groups to be recognised.

Developing greater Awareness

- For all Bishop's Staff, DDO, Area Wardens of Ordinands, Lay Trainers and Training Incumbents to attend 'Unconscious Bias' training.
- Rolling programme of clergy to attend 'Unconscious Bias' training.
- Website page
- Video blog
- On agenda of Diocesan Synod, possibly November
- On agenda for Deanery Synods, representatives to go and do presentation
- Pamphlet

Diocese of Chester MEAC Group

A few years ago the MEAC group from our diocese and Liverpool diocese decided to work together and hold joint meetings. We were small groups and coming together has strengthened our resolve.

We have jointly organised a number of ecumenical events with key note speakers; 'Enabling Voices' at the Peace Centre Warrington with Stephen Broadbent, renowned sculptor. An evening to celebrate the richness and diversity of our communities; 'Church Without Walls' again held in Warrington with Canon Lamek Mutete, chair of the Chester MEAC group. An interactive evening based upon the Racial Justice Sunday theme for that year, to challenge us to work towards a more inclusive Church.

Each year we promote the Minority Ethnic Vocations conference, resources and materials to encourage vocations. Until recently our chair, Lameck Mutete, was a member of the CMEAC Vocations Committee.

We are currently working on a project about living with diversity and asking questions of churches and church members. For example, how are churches welcoming and embracing people from minority ethnic groups, particularly newcomers to this country. We have conducted some pilot interviews and would like to create a resource of people's/church's stories, maybe through a 'talking heads' video, in order to highlight and encourage best practice.

Diocese of Chichester

The bishop appointed two DLPs in May 2014.

We now have a website (part of the diocesan website) that raises the profile of Minority Ethnic Anglican people and also shows Bishop Martin's commitment to Minority Ethnic Anglican people in the diocese. The website also serves as a good resource for clergy. <http://www.chichester.anglican.org/minorityethnicawareness>

The Diocesan Director of Ordinands, Revd Lu Gale is planning a clergy vocations conference before the end of the year, where we hope that Dr Elizabeth Henry will be one of the speakers. Lu intends to distribute the "Everyday People" booklet to all clergy at the conference. This will help to equip clergy and serve as a tool as they encourage Minority Ethnic Anglican people to become more involved in parish life.

Supporting Minority Ethnic Anglican people in the diocese.

Diocese of York

As there is no bishop available to chair our meetings the York MEAC group have not met. We helped to organise the 25th Anniversary celebrations of the National CMEAC with a service at York Minster. We also helped arrange a service for *Set All Free* where over 1,500 people attended.

Diocese of Gloucester

- I have been asked to join the Diocesan Ministry Team.
- Minutes from CMEAC are forward to Director of Ministry for information.
- Been selected to attend inter-diocesan Leadership Course.

Diocese of Truro

I took on responsibility as the contact person for MEAC a few months ago and I am not aware of any special actions undertaken by my predecessor who wanted to pass on the responsibility to me because she had so few things to do as the post holder. Similarly, I have not undertaken any specific functions as the representative.

Appendix 2

The Committee for Minority Ethnic Anglican Concerns has worked consistently for almost thirty years to promote the interests of ME people and highlight issues affecting them within the Church of England. A chronology of activities and reports/papers contributions are listed below.

1985	Faith in the City (GS1655)
1990	How We Stand: A report on Black Anglican Membership in the 1990s
1991	Seeds of Hope
1994	Black Anglican Celebration
1995	Racial Justice Pack
1996	Revised Terms of Reference The Passing Winter
1997	Vocations Working Group
2001	Good Practice Paper for Diocese
2006	Vocations Conference Walk of Witness
2008	Mentoring Programme Ordinands Consultation
2011	National Training Conference Unfinished Business (GS 18)
2014	AMENetwork
2015	London Diocesan Conference