

# QUESTIONNAIRE DATA ANALYSIS: KEY INSIGHTS & FINDINGS

Received by the



and Oversight Group Members

Prepared by Priscellia Pyhia Robinson, LL.M, LL.B



### Author's Introduction

I wish to take this opportunity to express my sincere gratitude to the Church Commissioners for England, as well as the distinguished members of the Church Commissioners' Board and sub-group, for requesting my assistance as an advisor and Oversight Group member on the new Impact Investment fund and grant funding programme.

I extend my heartfelt thanks to Gareth Mostyn, Georgia Boon, Katie Pilcher, Charmaine Simpson, and the esteemed individuals comprising of the Oversight Group, including The Right Reverend Dr. Rosemarie Mallett, Geetha Tharmaratnam, Roy Swan, Tara Sabre Collier, Derek Bardowell, Esther Stanford-Xosei, Professor Patrick Vernon, Professor Richard Drayton, Alex Renton, Jonathan Guthrie, Dr. Christienna Fryar, The Reverend Canon Dr. Anderson Jeremiah, and The Reverend Canon Dr. Michael Clarke. It is a profound privilege to have been entrusted as your colleague to undertake this imperative research.

The Church Commissioners for England have reaffirmed their understanding of the profound historical effects of African chattel enslavement. In doing so, they have pledged their commitment to establishing an Impact Investment Fund to foster healing and repair.

The Oversight Group has been tasked with advising the Board on how it establishes the new Impact Investment fund and grant funding programme. This is in response to the Church Commissioners for England research findings of historic links to African chattel enslavement. To ensure the fund's optimal use, a questionnaire was conducted, gathering global perspectives on potential areas of investment.

This report presents the findings from the questionnaire, encompassing responses from diverse demographics and regions, providing further conclusions.

I am forever grateful for the opportunity that The Most High God has bestowed upon me. With Christ, our Saviour's guidance, together, we can create a substantial impact and make significant contributions to the pursuit of genuine reparatory justice, healing, and restoration. It is a privilege to represent my ancestors and be a part of a decision that will have a lasting influence on future generations worldwide.

In the words of Bob Marley, "In this bright future you can't forget your past..." so let us stand on the truth whilst we repair its lasting legacies along the way.

**Priscellia Pyhia Robinson, LLM, LLB**  
Oversight Group Member

### Contents

Commencement	04
Methodology	06
Age demographics	08
Gender representation	09
Region of residence	10
Optimal investment indication	12
Investment fund management perceptions	14
Prioritising investment sectors: An essential consideration	15
The role of descendants and directly impacted individuals	16
Should descendants or individuals directly impacted have a say in how funds are allocated?	17
Have you experienced or witnessed barriers to investment or support from similar initiatives in the past?	17
If yes, can you please provide more details about these barriers?	18
What outcomes would you expect from a successful implementation of this fund?	19
Is there anything that you think this fund should not be used for?	20
Please provide any additional thoughts or comments you might have regarding the Impact Investment fund	20
Conclusion	21



**The righteous eat to their hearts' content,  
but the stomach of the wicked goes hungry.**

Proverbs 13:25

## Commencement



### In the beginning God created the heavens and the earth.

Genesis 1:1

In July 2023, the Church Commissioners for England appointed an independent Oversight Group to provide advice to the Board regarding the formulation of an Impact Investment fund and grant funding initiative, in response to research findings uncovering historical connections to African chattel enslavement.

The specific duties of group members were set out as follows:

1. Establish clear aims for the impact fund, including geographical, sectoral and social areas of focus, and clear parameters for the use of Capital and Income.
2. Create a clear framework for grant allocation and monitoring, relating to a Theory of Change that is coherent with the impact fund.
3. Support the development of a comprehensive engagement plan for internal and external stakeholders so that throughout our work, communities impacted by the legacy of African chattel enslavement are at the heart of our planning, thinking and action.
4. Commission work to support the Oversight Group in developing proposals, which could include open events in key communities, desk research, and further consultation.
5. Inform the Church Commissioners' response to requests and key ideas being proposed from a range of interested stakeholders who sit outside of the decision-making structures relating to the response.
6. All engagements and consultations should be recorded and documented to ensure recommendations and decision-making are transparent.
7. Work at all times in the spirit of listening and learning as well as collaborative and decisive team working.

8. Inform the development of a coherent research programme which identifies any further need by the Church Commissioners to explore their past links with enslavement, and supports the wider Church to learn more about its history.
9. Specifically, the Oversight Group will be responsible for making decisions on the following areas: aims and desired impacts for the impact fund; aims and desired impacts for grant expenditure; commissioning further information or work to inform proposals; engagement plans.
10. The Oversight Group will perform an advisory function to the Board regarding governance for the new fund, as well as its structure and legal composition, but final decision-making for these areas will sit with the Board.

The Oversight Group members have convened to deliberate on strategies for the advancement of the Impact Investment fund and grant funding program. The collective principles of the Oversight Group can be summarised as follows:

- **Non-repetition:** Guarantees of non-repetition are a critical reparations principle, also enshrined in a 2005 UN resolution establishing the 'Right to Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law'. The Fund's work should not engage in or invest in entities that repeat the harms produced by African chattel enslavement or continue to think or operate in the ways that led to or came out of African chattel enslavement.
- **Transparency:** The fund should operate transparently and openly. It develops through engagement with affected communities at all stages. Reports are public, not buried, even if they reflect disappointments and challenges. There are clear metrics for measuring impact, developed through community engagement wherever possible, which are reported against.
- **Healing:** African chattel enslavement created a grievous wound across human society. Severe disparities in physical and mental health, nearly insurmountable obstacles to economic empowerment, and unrelenting social divisions kept alive by poisonous racism and white supremacy are all ongoing legacies of this moral crime. Total repair will not be possible for centuries, but the fund is committed to healing as an ongoing and intentional process.

From the outset, the Oversight Group reached a unanimous decision that community engagement is essential to establish clear objectives for the impact fund and a framework for the Theory of Change. All members of the Oversight Group concur that the following aspects need to be taken into consideration for the determination of each objective:

1. Geographical;
2. Sectoral and social areas of focus;
3. Clear parameters for the use of Capital and Income.

A consensus was reached that the input of both internal and external stakeholders is indispensable to facilitate the creation of a comprehensive engagement plan, especially in the context of the Oversight Group's efforts to engage with communities affected by the historical legacy of African chattel enslavement. The Oversight Group has actively interfaced with diverse communities and stakeholders on a global scale, which has significantly advanced the crucial objective of community empowerment. This engagement has encompassed Youth Workshop Panels, Critical Friends Workshops, and face-to-face interactions.

#### ENGAGEMENT SUMMARY:

The following engagements occurred and are presented in chronological order:

1. Ghana Anglican Communion event – 14th February 2023.
2. Early Engagement Workshops, Global – From January to July 2023.
3. Jamaica and Barbados Engagement Workshops, 24th – 27th July 2023.
4. Critical Friends Face to Face Workshop London – 18th October 2023.
5. Youth Panel Face to Face Workshop London – 18th October 2023.
6. Critical Friends Zoom Workshop 1 – 19th October 2023.
7. Critical Friends Zoom Workshop 2 – 19th October 2023.
8. Critical Friends Birmingham Workshop – 20th October 2023

In addition to this, a survey was introduced to the broader Church of England network, complemented by an educational video designed for awareness purposes.

#### THEMES:

To date, recurring themes arising from this global collective engagement includes:

1. A sum of £100 million is insufficient to make a substantial and meaningful impact.
2. Ongoing global community engagement remains essential.
3. The need for the fund to incorporate a theological underpinning.
4. The Church of England must acknowledge and address its complete involvement in African Chattel enslavement.
5. Truth-telling, reconciliation, reparations, justice, and recovery should be pursued within a framework of reparatory justice, taking into account both new and existing African perspectives.

#### HOPES:

1. Real, transparent, sustainable and deliverable change.
2. Confront and redress harm and injury.
3. Inter-Generational and Community wealth.
4. A global Afrikan community empowerment.
5. Global impact with a focus on communities with the biggest impact including the United Kingdom, North and South America.
6. Support infrastructures within African and Caribbean countries.
7. A genuine emphasis on youth, including those who may be incarcerated or not readily accessible.
8. Address 'Whiteness' and 'White Privilege'.

#### INVESTMENT OPPORTUNITIES:

1. Education.
2. Healthcare including mental health.
3. Housing and Land grants.
4. Youth including addressing violence and crime.
5. Ancestry, DNA, identity and heritage.
6. Economic growth.
7. Grant giving.
8. Black led business, organisations and institutions.

It is imperative to acknowledge that, despite the hopeful reception by the majority, not all engagements responded positively to Impact Investment fund initiative. Perspectives were shared around concerns that the fund might be perceived as a tool of post-colonial influence, potentially lacking the necessary transformation in attitudes regarding the historical legacies of African Chattel enslavement, colonialism, racial disparities, and the pursuit of genuine reparatory justice.

To support the work of the Oversight Group, first hand research was undertaken as part of a global questionnaire.

Designed to engage a diverse range of respondents, its objective was to capture a wide spectrum of perspectives on potential investment avenues for the fund. The approach sought to unearth the hopes, aspirations, and concerns held by individuals and communities regarding the Impact Investment fund and grant funding program.

This report represents the culmination of these diverse voices. In outline, the questionnaire findings illuminate preferred investment priorities, identify barriers in accessing the fund, and assess the sentiments of the respondents.

## Methodology



Thus you will walk in the ways of the good and keep to the paths of the righteous.

Proverbs 2:20

### SURVEY DESIGN AND ADMINISTRATION

The questionnaire was customised to collect a wide range of international viewpoints to help inform the most effective utilisation of the Impact Investment Fund.

Combining structured and open-ended queries, the questionnaire sought to gather both numerical data and valuable qualitative perspectives.

### DATA COLLECTION

Data collection occurred between 10th and 30th October 2023, with participation from individuals across diverse geographic areas. The resulting data was then centralised in a database to maintain precision and uniformity.

### DATA ANALYSIS

The analysis encompassed quantitative, qualitative, geospatial, and statistical methods.

- 1. Quantitative Analysis:** Quantitative methods were employed on structured responses, involving statistical tests, frequency distributions, and cross-tabulations to identify trends and preferences.
- 2. Qualitative Analysis:** Open-ended responses were subjected to sentiment and thematic analysis. The former assessed the emotional tone of responses, whilst the latter categorised feedback into overarching themes.
- 3. Geospatial Analysis:** Geospatial techniques visualised regional preferences, providing a clear representation of data distribution across different areas.
- 4. Statistical Tests:** Methods such as the Chi-Square test evaluated the significance of observed relationships and patterns.

### DATA VISUALISATION

The data visualisation strategy is built upon a rich palette of visual tools, meticulously selected to cater to a diverse range of information and to ensure that data is not only accurately represented but also easily interpreted by our audience.

This combination includes maps for spatial context, graphs for trend analysis, charts for proportional insights, and heatmaps for a nuanced view of data density.

### ETHICS IN DATA COLLECTION AND ANALYSIS

- 1. Informed Consent:** Prior to commencing the questionnaire, participants were given a concise explanation of the research's objectives, the types of questions they would encounter, and an estimate of the time required for completion. Subsequently, they were requested to provide informed consent, affirming their voluntary participation and comprehension of the questionnaire's purpose.
- 2. Data Collection Clarification:** Names, email addresses, and geographic details were acquired exclusively for the purpose of verification and confirming the legitimacy of respondents. These were stored securely. It is imperative to underscore that within this report, these particulars shall remain anonymised and undisclosed, upholding the utmost level of confidentiality for all participants.
- 3. Data Storage and Security:** The gathered data was securely archived within encrypted databases, with access limited exclusively to authorised personnel. Robust precautions were implemented to mitigate unauthorised access and the potential risks of data breaches.
- 4. Transparency:** Participants were duly apprised of their prerogative to discontinue their involvement in the questionnaire at any juncture, without incurring any adverse consequences. Additionally, they were informed that the summarised findings could be disseminated, with an unequivocal assurance that individual data would remain unidentifiable.
- 5. Feedback and Redress:** Respondents were furnished with a designated contact point namely 'input@churchofengland.org' through which they could pose inquiries, express concerns, or offer feedback pertaining to the questionnaire.

Incorporating these ethical principles ensured that the research was conducted with a steadfast commitment to respecting the rights, dignity, and well-being of the participants, while also acknowledging the humility and reverence due to those who are impacted by the enduring legacy of African chattel enslavement and their ancestors. This approach greatly enhanced the credibility and reliability of the research findings.

### LIMITATIONS

Every research undertaking, no matter how methodologically robust, possesses inherent constraints. Recognising and acknowledging these limitations is vital for a precise interpretation of the findings and a comprehensive assessment of their ramifications. In the context of our survey, we have identified the subsequent limitations:

- 1. Language Bias:** The questionnaire was exclusively conducted in the English language, potentially inadvertently excluding respondents who do not speak English fluently or those from non-English dominant regions. This limitation may result in the underrepresentation of certain perspectives.
- 2. Online Distribution:** The questionnaire's primary dissemination through online platforms using Typeform inherently favoured individuals with internet access and digital literacy. Consequently, this approach could introduce bias by excluding respondents from areas with limited internet connectivity or those less familiar with online tools.
- 3. Self-Reported Data:** The data collected relies on respondents' personal experiences, perceptions, and opinions. While this offers valuable insights, it introduces elements of subjectivity. Additionally, self-reported data can be influenced by various biases, including recall bias (inaccurate recollection of past events) and social desirability bias (the inclination to respond in a manner deemed favourable by others). As a result, some responses may not fully mirror the actual experiences or beliefs of the participants.
- 4. Timeframe:** The data collection period, spanning from 10th to 30th October 2023, provides a snapshot of perspectives within that specific timeframe. Opinions, experiences, and priorities may evolve over time, and the findings may not capture future shifts in sentiment or emerging trends.
- 5. Generalisability:** Despite efforts to ensure a diverse and representative sample, the findings' applicability to the broader global population may be limited. Specific groups or demographics may be underrepresented, potentially affecting the universality of the conclusions drawn.
- 6. Limited Advertising Outreach:** It's important to note that the questionnaire faced a limitation in terms of advertising and a global outreach. The Church Commissioners for England's communications team did not promote the questionnaire via their social media channels, primarily because of their limited engagement with potential participants who may be impacted by the ongoing legacies of African chattel enslavement and colonialism. This absence of extensive promotional efforts may have resulted in a lower level of awareness globally and participation among potential respondents. Consequently, the questionnaire may not have reached as wide and diverse an audience as desired, potentially impacting the breadth and representativeness of the data collected.

**7. Lack of awareness and knowledge:** It is possible that many potential participants opted not to engage in the survey due to their limited awareness of the subject matter and the intricate details associated with it. Additionally, a lack of familiarity with topics such as Impact Investment funds, The Church Commissioners for England's role in The Church of England and the historical legacies of African chattel enslavement may have contributed to this decision.

Recognising these limitations is of utmost importance. The list above is not exhaustive. Taking these limitations into account ensures a well-rounded and nuanced analysis of the data, thus facilitating informed and purposeful decision-making.

## 5,168 views

A total of 5,168 individuals, each confirmed as a 'Unique Visitor' through distinct IP addresses, accessed the questionnaire's web link and reviewed the information sheet, consent form and questionnaire.

## 2,775 starts

Out of the 5,168 individuals, 2,775 started to complete the questionnaire.

## 996 submissions

Out of the 5,168 individuals, 2,775 initiated the questionnaire, while 996 successfully completed it. Several factors may have contributed to the variance in response rates. One factor could be linked to a limited awareness of the subject matter, as well as a general lack of knowledge regarding The Church Commissioners for England and their activities, especially in the context of Impact Investment funding.

Another factor might relate to the validation process, as respondents were required to provide personal information such as their name and email address.

### Age demographics



**Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity.**

Genesis 15:15

#### AGED 60 & ABOVE

Comprising of 272 respondents, this age group stands as the most substantial segment, making up around 30.1% of the entire respondent pool. The significant participation of individuals within this age bracket signifies a notable interest among older demographics in the subject matter under consideration. Their perspectives, shaped by extensive exposure to societal transformations and historical contexts, provide invaluable insights into the questionnaire's focus. The data indicates that this age range was primarily composed of individuals from Europe.

#### AGED 51-60

Consisting of 270 respondents, this age group stands as the second largest segment, representing approximately 29.9% of the entire respondent pool. Alongside the 'Aged 60 and above' category, it's evident that the survey primarily attracted the views of individuals over 50. This emphasis highlights the significance of incorporating the perspectives of an older demographic, which is likely to possess a deeper comprehension of the historical implications related to the questionnaire's context. The data indicates that this age range was primarily composed of individuals from Europe.

#### AGED 41-50

Comprising 168 respondents and accounting for 18.6% of the total, this age group contributes to the diversity within the age distribution, serving as a bridge between the younger and older respondent. The data indicates that this age range was primarily composed of individuals from Europe.

#### AGED 31-40

This category was composed of 125 respondents, constituting approximately 13.8% of the total. Their inclusion guarantees that the viewpoints of individuals in the middle stages of life, potentially at critical junctures in their careers or personal journeys, are well- represented in the dataset. The data indicates that this age range was primarily composed of individuals from Europe and Africa.

#### AGED 20-30

Comprising 59 respondents, this age group, making up 6.5% of the total, pertains to the younger demographic. Their comparatively smaller presence implies that there may be a need for more targeted outreach efforts in the future to better encompass their distinct viewpoints. The data indicates that this age range was primarily composed of individuals from Europe and Africa.

#### AGED 20 & BELOW

This particular age category exhibited the lowest level of representation, encompassing a mere nine respondents, which accounts for approximately 1% of the overall total. It is imperative to take into account the restricted perspectives from this youngest demographic when interpreting the results. The data indicates that this age range was from a mixture of regions.

*\*Among the 996 respondents, 903 individuals opted to respond to the question, 'What is your age?' It's important to note that this question was optional and not mandatory.*

### Gender representation



**Be completely humble and gentle; be patient, bearing with one another in love.**

Ephesians 4:2

#### FEMALE

Comprising 513 respondents, women form the majority of respondents, accounting for 54.7% of the total. Their predominance in the questionnaire emphasises the significance of taking into account gender-specific viewpoints and insights, particularly in matters related to historical legacies and societal dynamics.

#### MALE

Consisting of 404 respondents, the male demographic makes up 43.11% of the total, exhibiting a robust presence in the questionnaire and contributing to a well- rounded gender perspective within the findings.

#### NON-BINARY

Encompassing three respondents and making up 0.32% of the total, the representation of non- binary individuals underscores the significance of promoting inclusivity and diversity.

#### PREFER NOT TO SAY

This group consisted of 78 respondents, making up 8.3% of those who chose not to specify their gender, emphasising the importance of autonomy in selecting their preferences when completing a questionnaire.

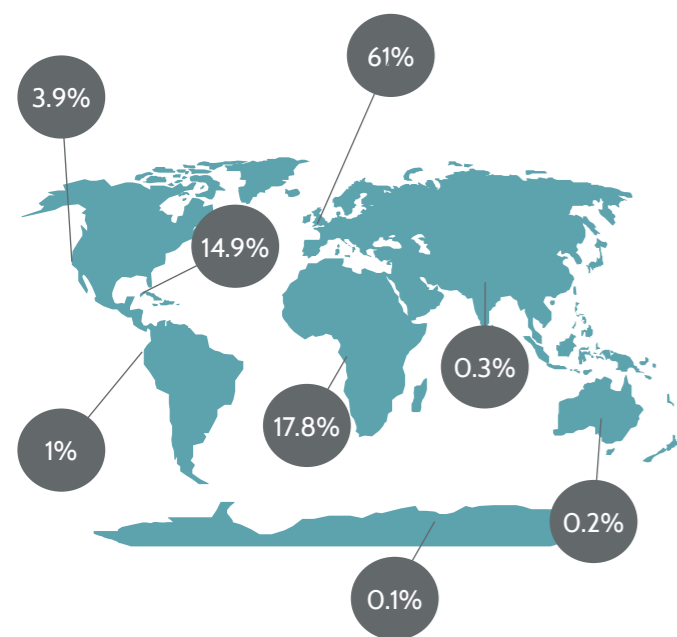
*\*Among the 996 respondents, 937 individuals opted to respond to the question, 'What is your gender?' It's important to note that this question was optional and not mandatory.*

## Region of residence

“  
God set them in the vault of  
the sky to give light on the earth...

Genesis 1:17

**FIGURE 1:** Map depicting the percentage of respondents by their region of residence. Among the 996 respondents, 967 individuals opted to respond to the question, “What is your region of residence?” It is important to note that this question was optional and not mandatory.



### EUROPE

Comprising 597 respondents, individuals residing in Europe represent the largest group, accounting for 61.7% of the total. Among these, 586 respondents specified their country of residence as the United Kingdom. Regarding ethnicity, when asked to ‘Specify your ethnicity and provide information on your self-identification (e.g., White South-African; African; Black-British; Native American; African-Caribbean; Ghanaian; African-Brazilian); the following outcomes were observed in the UK:

	Number of respondents
African including British African	98
African Caribbean including Black Caribbean, Black British Caribbean	172
Afrikan including Hebrew Israelite, African Diaspora, African Displaced	9
Asian including Chinese and East African Asian	6
Black British and Black	129
Dual heritage	9
White including White European, White British, White Irish and White South African	84
Prefer not to say	6

Some of the respondents indicated self-identifying categories that posed challenges for collective grouping.

### AFRICA

Encompassing of 172 respondents, individuals living in Africa constitute the second-largest group, making up 17.8% of the total. Within this group, respondents specified their countries of residence as follows of which none identified as White:

	Number of respondents		Number of respondents
Benin	2	Nigeria	12
Botswana	2	Republic of Guinea	1
Cameroon	1	Zambia	3
Congo (DRC)	3	Sierra Leone	1
Ghana	12	South African	5
Kenya	100	South Sudan	1
Lesotho	1	Tanzania	5
Malawi	1	The Gambia	2
Mozambique	2	Uganda	2
Namibia	1		

The data suggests that 11 respondents may have relocated from the UK to Africa or were on holiday there at the time of completing the questionnaire.

### CARIBBEAN

Comprising 144 respondents, individuals living in the Caribbean constitute the third-largest group, making up 14.9% of the total. The data indicates their specific locations within the Caribbean as follows:

	Number of respondents		Number of respondents
Antigua and Barbuda	8	Jamaica	15
Bahamas	2	Saint Kitts and Nevis	1
Barbados	8	Saint Vincent and the Grenadines	3
British Virgin Islands	5	Trinidad and Tobago	47
Guyana	9		

The data indicates that 10 respondents identified as of mixed/dual heritage, and three respondents identified as Asian.

The data suggested that 44 respondents may have relocated from the UK to the Caribbean or were on holiday there at the time of completing the questionnaire.

### NORTH AMERICA

Encompassing of 38 respondents, individuals living in Africa constitute the fourth-largest group, making up 3.9% of the total. Within this group, four respondents specified Canada to be their country of residence. Regarding ethnicity, when asked to ‘Specify your ethnicity and provide information on your self-identification (e.g., White South-African; African; Black-British; Native American; African-Caribbean; Ghanaian; African-Brazilian); the following outcomes were observed in North America:

	Number of respondents
African including indicating an African country	4
African American including Black	11
African Caribbean including Black Caribbean	15
Armenian American	1
Dual heritage	2
White	3

Some of the respondents indicated self-identifying categories that posed challenges for collective grouping.

### SOUTH AMERICA

Comprising 10 respondents, individuals residing in the Caribbean make up 1% of the total respondents. The data reveals that out of these 10 respondents, only two specified Brazil as their location. Among these two respondents, one self-identified as White Latin-American, while the other eight indicated Guyana as their place of residence.

### ASIA

Consisting of three respondents, individuals living in Asia constitute 0.3% of the total respondents. The data indicates that among these three respondents, only one identified themselves as White.

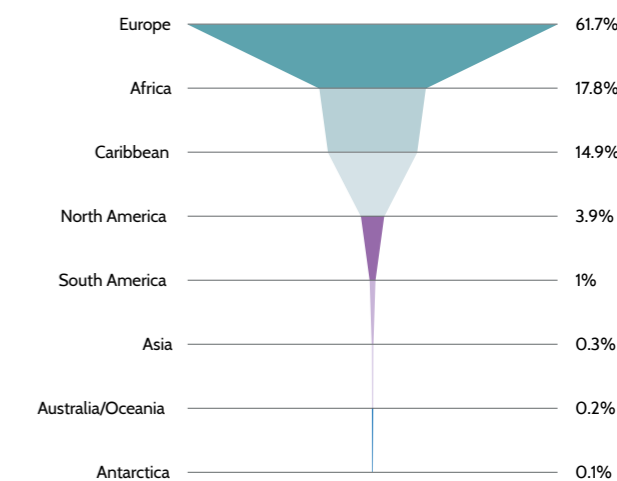
### AUSTRALIA/OCEANIA

Comprising two respondents, individuals residing in Australia/Oceania constitute 0.2% of the total respondents.

### ANTARCTICA

Consisting of one respondent, individuals residing in Antarctica make up 0.1% of the total respondents.

**FIGURE 2:** Funnel chart depicting the distribution of respondents by country of residence.



## Optimal investment indication



I know that there is nothing better for people than to be happy and to do good while they live.

Ecclesiastes 3:12

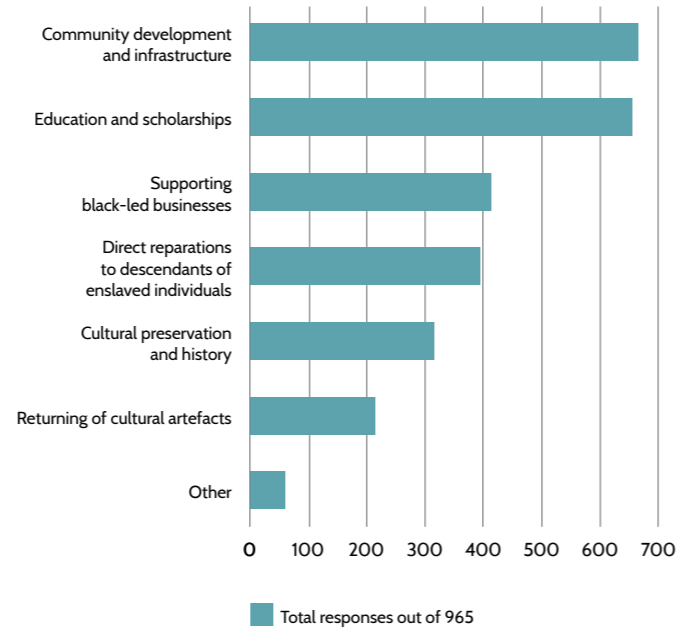
Respondents were asked "Please select the three options you believe should be the primary purposes of the Impact Investment Fund" with the following options:

1. Community development and infrastructure.
2. Cultural preservation and history.
3. Direct reparations to descendants of enslaved individuals.
4. Education and scholarships.
5. Other.
6. Returning of cultural artefacts.
7. Supporting black-led businesses.

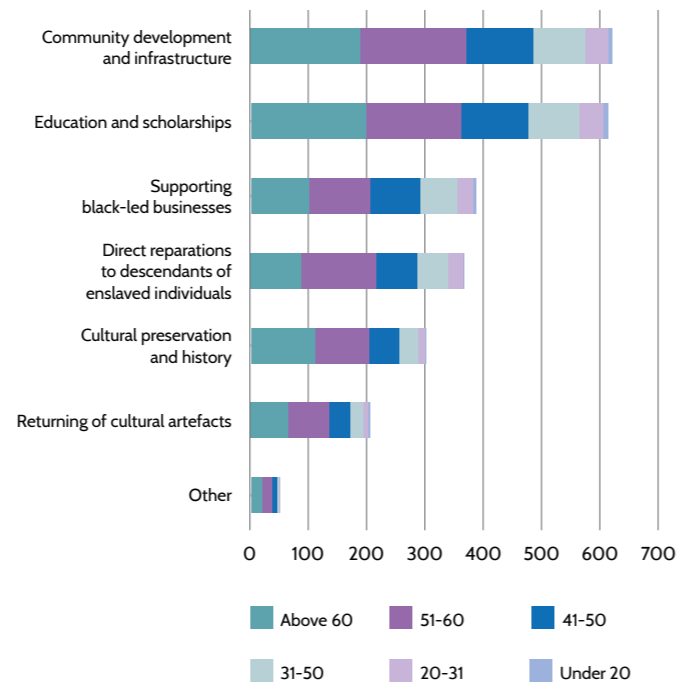
965 out of 996 respondents answered this question. The questionnaire data highlight predominant preferences for allocating the Impact Investment Fund to community development and infrastructure; Education and scholarships and supporting black-led businesses.

These choices underscore a consensus for direct community benefits and entrepreneurial growth.

**FIGURE 3:** Bar chart showing the number of responses for various investment options on the optimal utilisation of the Impact Investment Fund



**FIGURE 4:** This stacked bar chart illustrates preferences for the utilisation of the Impact Investment fund, segmented by different age categories. Each colour in the bars represents a unique investment option, revealing the distribution of responses for each age group.



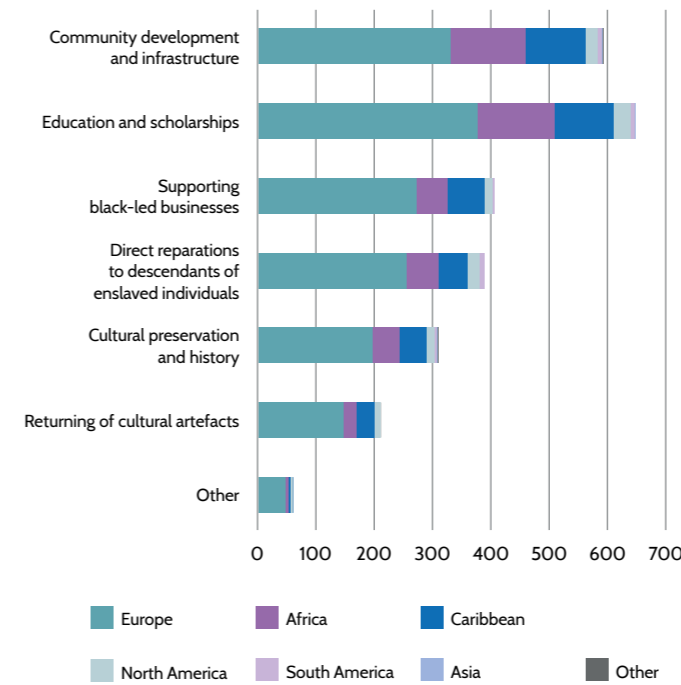
## OTHER

Among the 965 respondents, 59 individuals opted for the 'other' choice, allowing them to provide free-text responses. Common recurring themes in their responses include:

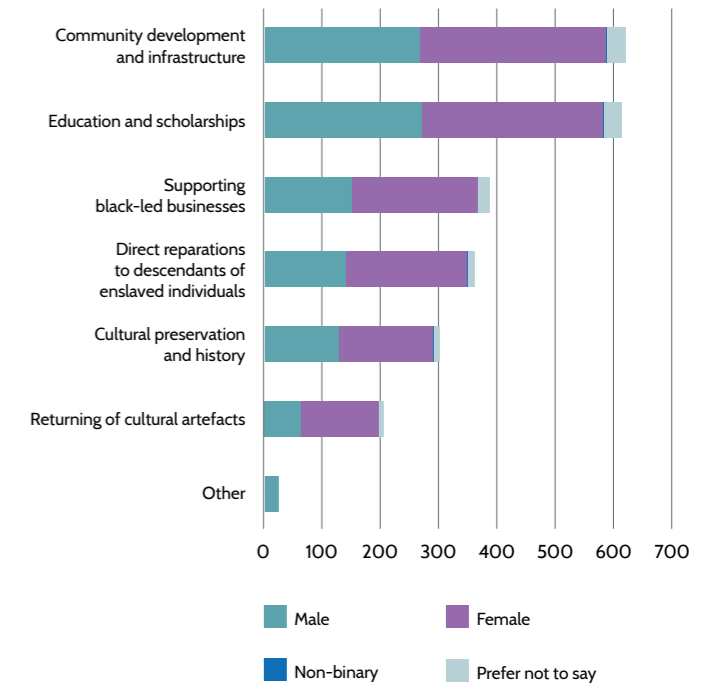
- Socioeconomic development of African communities.
- Reparations and Repatriation.
- Eradication of poverty and homeless.
- Therapy.

Sentiment analysis was utilised to gauge the emotional tone of responses, while the thematic analysis involved categorising feedback into broader overarching themes. This combined methodology provided a comprehensive understanding of the qualitative data, encompassing both the emotional nuances and the recurring themes and topics expressed by respondents.

**FIGURE 5:** This stacked bar chart visualises preferences for the optimal utilisation of the Impact Investment fund, segmented by broader country categories. Each colour in the bars represents a distinct investment option, showcasing the distribution of responses by country. 'Other' includes Australia/Oceania and Antarctica.



**FIGURE 6:** Stacked bar chart illustrating preferences based on selected gender categories. Gender preferences demonstrate a high degree of agreement among male, female, and non-binary respondents, particularly concerning community development and education and scholarships.



## Investment fund management perceptions



**If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you.**

James 1:5

Respondents were asked “How strongly do you believe the fund should balance between long-term sustainable projects and immediate support or relief efforts?” with the following options:

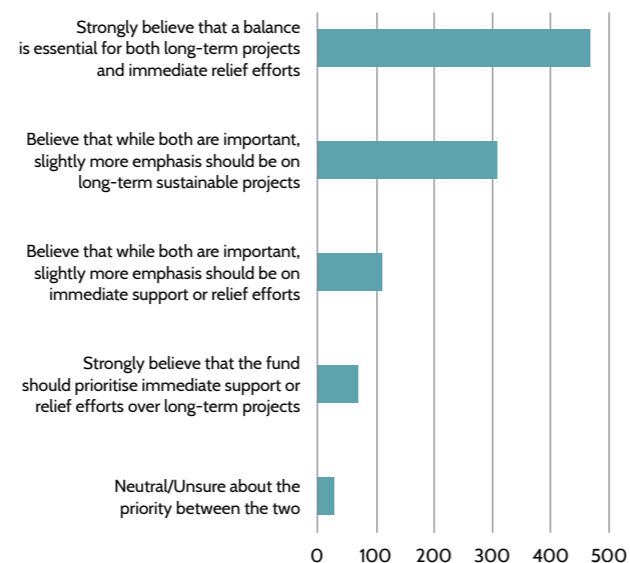
1. Strongly believe that a balance is essential for both long-term projects and immediate relief efforts.
2. Believe that while both are important, slightly more emphasis should be on long-term sustainable projects.
3. Believe that while both are important, slightly more emphasis should be on immediate support or relief efforts.
4. Strongly believe that the fund should prioritise immediate support or relief efforts over long-term projects.
5. Neutral/Unsure about the priority between the two.

The data collected yields valuable insights into participants’ perspectives and experiences related to investment fund management.

The analysis uncovers a range of factors, including preferences for balancing long-term projects with immediate relief, influential decision-making factors, encountered obstacles, and more. Out of the 996 respondents, 967 individuals provided responses to this question. The questionnaire data underscores a prevailing preference for managing investment funds with a focus on both long-term projects and immediate relief efforts, as indicated by 47.1% of respondents.

These choices reflect a consensus on the importance of fostering direct community benefits and entrepreneurial growth.

**FIGURE 7:** Bar chart illustrating respondents’ preferences for fund allocation between long-term sustainable projects and immediate support or relief efforts, based on their beliefs.



## Prioritising investment sectors: An essential consideration



**If you do what is right, will you not be accepted?**

Genesis 4:7

This question holds distinct importance in contrast to the section that addresses the primary purposes of the Impact Investment Fund.

While both sections aim to enhance the fund’s impact and influence, they tackle different aspects of fund management.

### IMPORTANCE OF SECTOR PRIORITISATION

This question is essential for two primary reasons:

1. **Strategic Resource Allocation:** The sectors chosen for priority investment will receive substantial financial support and resources. This decision significantly influences the direction of socio-economic development and community well-being. Hence, it is imperative to make informed choices that align with the fund’s overarching objectives.
2. **Targeted Impact:** Each sector has unique challenges and opportunities. Prioritising certain sectors enables the fund to concentrate its efforts on addressing specific issues and realizing particular societal goals. By focusing on selected sectors, the fund can foster deep, transformative change that resonates with the communities it aims to serve.

### DIFFERENT FROM PURPOSE SELECTION

In contrast to the section that pertains to selecting the primary purposes of the Impact Investment Fund, which outlines the overarching goals and intended outcomes of the fund, the sector prioritisation question operates at a more granular level. It deals with the “how” of achieving these goals. While the primary purposes define the broad aims, sector prioritisation directs the fund towards specific ways of achieving these objectives.

Therefore, while the section on primary purposes outlines the “what” and “why” of the fund, sector prioritisation focuses on the “where” and “how.” It delineates the concrete strategies and areas of intervention that will advance the fund’s overarching purposes. The combination of these two sections ensures the fund’s resources are effectively directed toward achieving its intended impact.

Respondents were asked “Which sectors should be prioritised for investment?” with the following options:

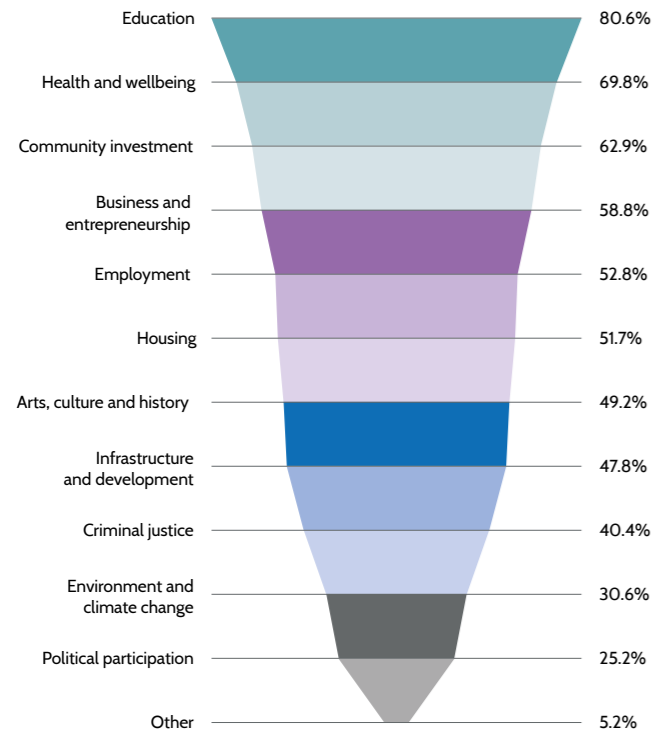
1. Education.
2. Health and wellbeing.
3. Community Investment.
4. Business and entrepreneurship.
5. Employment.
6. Housing.
7. Arts, Culture and History.
8. Infrastructure and development.
9. Criminal justice.
10. Environment and climate change.
11. Political participation.
12. Other

In response to a multiple-choice question with up to three choices, 967 out of the 996 respondents shared their insights. Notably, 50 individuals chose the ‘other’ option, enabling them to offer free-text responses. An analysis of their open-ended feedback revealed common recurring themes, which include:

- Mental health and trauma support.
- Reparations.
- Youth empowerment.
- Tackling Afriphobia, Structural and Institutional Racism.



**FIGURE 8:** A funnel chart illustrating the distribution of responses regarding the prioritisation of sectors for investment.



### The role of descendants and directly impacted individuals

“  
From the Lord comes deliverance.  
May your blessing be on your people.

Psalm 3:8

This question addresses a core principle in the fund’s framework: inclusivity and equitable representation. This question is distinct from others in our research, as it delves into the matter of agency and community engagement in resource allocation, emphasizing the lived experiences of those most affected.

#### IMPORTANCE OF INCLUSION

Several crucial purposes were investigated through this question:

- 1. Authentic Representation:** Descendants and those directly impacted offer firsthand knowledge of the challenges, needs, and aspirations of the communities affected by the historical legacy of African chattel enslavement. Their involvement ensures that decisions are made with a deep understanding of the real issues at hand.
- 2. Empowerment and Healing:** Participation in decision-making can be an empowering and healing process for these individuals. It acknowledges their agency in shaping their own destinies and the future of their communities, contributing to a sense of justice and repair.
- 3. Community-centred Outcomes:** The inclusion of descendants and directly impacted individuals fosters community centred outcomes. It promotes the development of strategies and initiatives that genuinely address the needs and aspirations of the communities they represent.

This question explores the extent to which the fund is committed to meaningful engagement and partnerships with the communities it seeks to serve. In this regard, it speaks to the core values of the fund, highlighting its dedication to inclusivity, equity, and the recognition of the agency of those most deeply affected by the historical injustices being addressed.

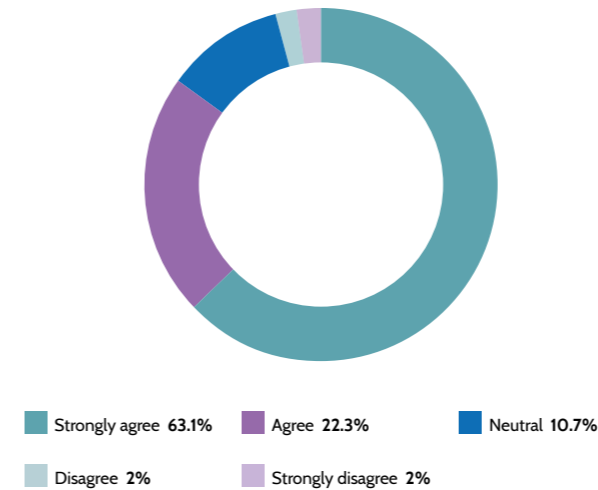
This question serves as a litmus test for the commitment of the Impact Investment Fund to be not just a financial vehicle but a vehicle for social justice and healing, where the voices and perspectives of descendants and directly impacted individuals are acknowledged and honoured in the decision-making processes.

### Should descendants or individuals directly impacted have a say in how funds are allocated?

“  
But the fruit of the Spirit is love,  
joy, peace, forbearance, kindness,  
goodness, faithfulness.

Galatians 5:22

**FIGURE 9:** Donut chart showing a comparison of responses indicating agreement or disagreement with the involvement of descendants or directly impacted individuals in fund allocation decisions based on input from 903 out of 996 respondents.

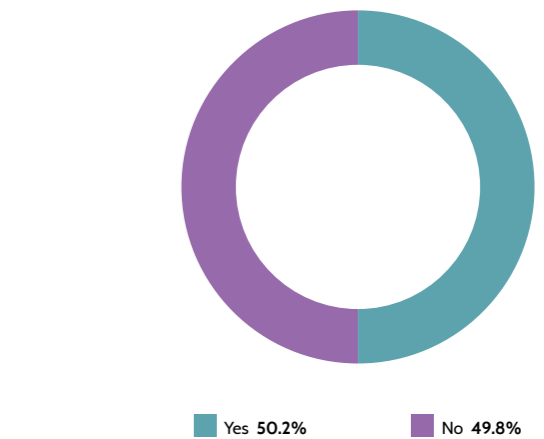


### Have you experienced or witnessed barriers to investment or support from similar initiatives in the past?

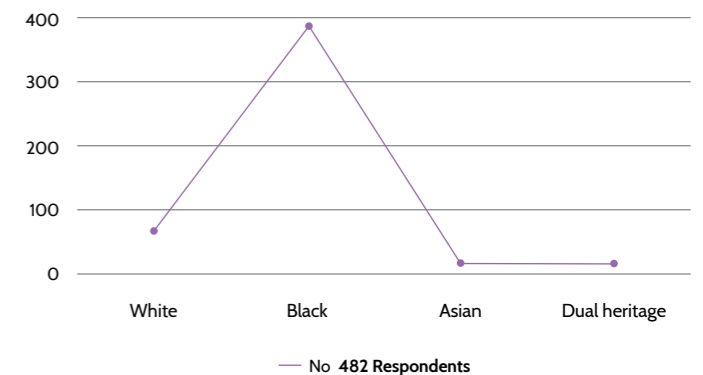
“  
Then you will know the truth,  
and the truth will set you free.

John 8:32

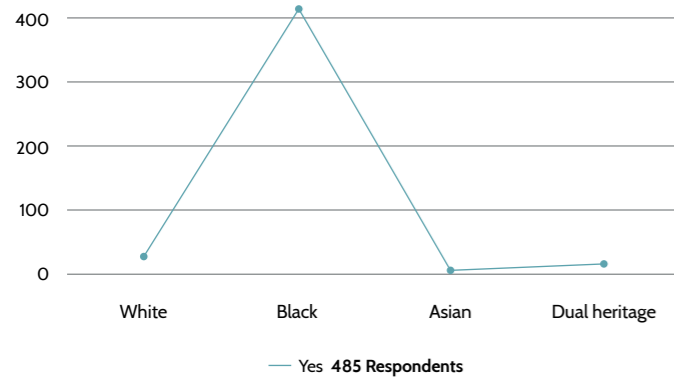
**FIGURE 10:** Donut chart displaying the responses of 967 out of 996 participants indicating “yes” and “no” in relation to their experiences or observations of barriers to investment or support from comparable initiatives in the past.



**FIGURE 11:** Line chart depicting “no” responses derived from figure 10, with 482 out of 967 participants expressing their lack of experiences or observations of barriers to investment or support from comparable initiatives in the past, categorised by ethnicity.



**FIGURE 12:** Line chart depicting “yes” responses derived from figure 10, with 485 out of 967 participants expressing their lack of experiences or observations of barriers to investment or support from comparable initiatives in the past, categorised by ethnicity.



**If yes, can you please provide more details about these barriers?**

“  
**Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom.**  
 2 Corinthians 3:17

In response to the open-ended question, 485 out of the 996 respondents provided free-text responses. An analysis of their feedback revealed recurring themes, which encompass:

- Investment and finances.
- Difficulties in getting loans and grants. Finding business spaces to rent.
- Reluctancy to release funds. Discrimination and unconscious bias. Systemic and structural racism.
- Language barriers.
- Access to information, poor notification and top heavy management assessment. Limited funding.
- Complexity of application forms.

A Qualitative Analysis employed a dual approach, combining sentiment analysis and thematic analysis. The sentiment analysis was utilised to gauge the emotional tone of responses, while the thematic analysis involved categorising feedback into broader overarching themes. This combined methodology provided a comprehensive understanding of the qualitative data, encompassing both the emotional nuances and the recurring themes and topics expressed by respondents. Many of the answers provided appear to address societal barriers in a broader sense.

**What outcomes would you expect from a successful implementation of this fund?**

“  
**Now this I know: The Lord gives victory to his anointed.**  
 Psalm 20:6

This question allowed participants to select up to three options from the following choices:

1. Economic upliftment of affected communities.
2. Creation of educational opportunities.
3. Reduction in systemic racial inequalities.
4. Growth and support of black-led businesses.
5. Preservation and promotion of cultural heritage.
6. Other.

The data collected in this study is invaluable to the Oversight Group as it serves to inform and guide their decision-making process in various aspects, including:

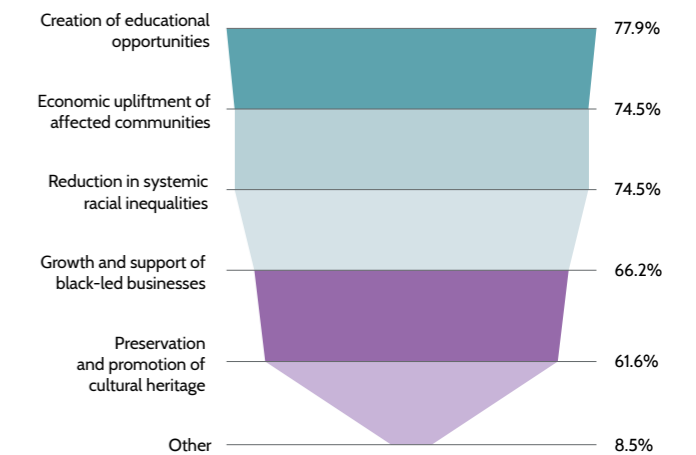
- Defining the objectives and envisioned outcomes for the impact fund.
- Establishing the objectives and envisioned outcomes for the allocation of grants.
- Authorising additional research or endeavours to enrich proposal formulation.
- Formulating strategies for engagement and outreach.

Out of the 996 respondents, 967 individuals provided responses to this question.

Among the 967 respondents, 82 individuals opted for the ‘other’ choice, allowing them to provide free-text responses. Common recurring themes in their responses include:

- Trauma, Health and Wellness.
- Reparations and Repatriation.
- Black Empowerment and Wealth.
- A long-term strategy.

**FIGURE 13:** Funnel chart illustrating expected outcomes from a successful fund implementation. This multiple-choice question was answered by 967 out of 996 respondents.



## Is there anything that you think this fund should not be used for?



Woe to those who call evil good and good evil, who put darkness for light and light for darkness, who put bitter for sweet and sweet for bitter.

Isaiah 5:20

Respondents were presented with the question, “Is there anything that you think this fund should not be used for?” Out of a total of 996 participants, 965 individuals provided responses to this question. They were given the option to select either ‘Yes’ or ‘No,’ with 57.2% responding ‘Yes’ and 42.8% responding ‘No.’

In connection to the above question, a subsequent query followed: “If ‘Yes,’ please explain.” This allowed respondents to provide free-text responses, and the 551 responses out of 996 were received. An analysis of feedback revealed recurring themes, which encompass:

1. Admin infrastructure.
2. White owned and led businesses.
3. European led programmes.
4. Politics and the Government.
5. Churches and Religious development.
6. Individuals.

In this evaluation, a Qualitative Analysis was conducted using a dual approach, incorporating both sentiment analysis and thematic analysis. Sentiment analysis was utilised to assess the emotional tone of respondents’ comments, while thematic analysis involved categorising the feedback into broader overarching themes.

This comprehensive methodology aimed to capture both the emotional nuances and the recurring themes and topics expressed by respondents.

## Please provide any additional thoughts or comments you might have regarding the Impact Investment fund



If I give all I possess to the poor and give over my body to hardship that I may boast, but do not have love, I gain nothing.

1 Corinthians 13

The question – “Please provide any additional thoughts or comments you might have regarding the Impact Investment Fund” – holds great significance within the research and questionnaire for the following compelling reasons:

1. **Holistic Insight:** This open-ended query allows participants to offer their unfiltered thoughts and suggestions, granting a comprehensive view of their perspectives beyond predefined options.
2. **Unpredictable Discoveries:** By inviting respondents to share additional comments, the question can unveil insights and considerations that might not have been foreseen. This can lead to the revelation of novel ideas and potential unexplored areas.
3. **Participant Engagement:** Encouraging individuals to express their personal insights fosters a sense of involvement and investment in the research process. This can elevate the quality and authenticity of their feedback.
4. **Diverse Viewpoints:** The question embraces a wide spectrum of responses, reflecting the varied backgrounds, experiences, and viewpoints of the participants. This diversity can contribute to a more thorough and inclusive analysis.
5. **Tailored Recommendations:** The responses to this question can yield valuable recommendations, suggestions, and critiques directly from those who may be affected by the fund's initiatives. This information can guide decision-makers in refining the fund's objectives and strategies.
6. **Enhanced Fund Design:** Insights from this question can steer adjustments in the fund's structure, resource allocation, and priorities, leading to a more effective and responsive Impact Investment fund.

In summary, the “Additional Thoughts or Comments” question plays an indispensable role in gathering in-depth, unstructured feedback that enriches the research findings and directly influences the development and impact of the Impact Investment Fund. A noteworthy comment that warrants reflection is, “Finally I have an opportunity to feel listened to and not feel invisible.”

Out of a total of 996 participants, 629 individuals provided responses to this question. This allowed respondents to provide free-text responses, and analysis of their feedback revealed recurring themes, which encompass:

1. The fund is welcome and long overdue.
2. A focus must be on young people.
3. It should address trauma.
4. Reparations, Restitution and Repatriation.
5. Better access to Education.
6. Addressing injustices and the legacies of African Chattel Enslavement.
7. Continued transparency and community engagement.
8. The fund must have a measurable and sustainable impact.
9. £100 million fund is insufficient.
10. Land ownership and agriculture.
11. Youth empowerment.

## Conclusion



Give thanks to the Lord, for he is good. His love endures forever.

Psalm 136:1

This conclusion draws upon rigorous research, data analysis, and the valuable insights gathered during the course of this study. Its purpose is to provide supportive guidance for the Oversight Group, the Church Commissioners for England, the Church Commissioners’ Board, and related sub-groups as they collectively work towards establishing a unique and enduring Impact Investment Fund.

The research has encompassed a comprehensive investigation into various aspects of the Church Commissioners for England’s Impact Investment Repair Fund Global questionnaire, with the aim of addressing the unique opportunities and challenges that the Impact Investment Fund may present on a global scale.

Based on rigorous analysis, empirical data, and a profound understanding of the dynamics data produced from the Impact Investment Repair Fund Global questionnaire.

The conclusion can be grouped into four themes and overarching aims as follows:

1. **Establishing Core Objectives:** Defining the Impact Investment Fund’s Primary Purposes.
2. **Prioritisation:** Determining Priority Sectors for Investment and whether Long-Term Sustainability or Immediate Relief.
3. **Accessibility and Transparency:** Ensuring the fund and its process is accessible to potential recipients and that the process of establishing it is transparent.
4. **Research and Legacies:** Addressing the role of the Church of England in African chattel enslavement and perpetually addressing legacies through research.

### THEME 1: ESTABLISHING CORE OBJECTIVES

The primary objectives of the Impact Investment Fund may evolve over time, given that it is intended to be an in-perpetuity fund. Respondents indicated clearly that its core objectives should encompass community development and infrastructure, education and scholarships, and support for Black-led businesses within the framework of reparatory justice.

Education and scholarships should be provided with the goal of establishing and enhancing academic institutions led and owned by Black scholars, allowing for research ownership by Black academics and institutions.

Respondents called for the need to address community development and infrastructure to benefit people of African descent, who are also identified as 'Black', on a global scale, considering that their communities may relocate geographically over time. Data echoed that the needs and access provided to different ethnographic groups must be carefully considered, including addressing racial disparities faced by various ethnographic groups due to their historical ties to African chattel enslavement and the issues related to identity, such as African Caribbeans and African Americans.

### THEME 2: PRIORITIES

Respondents identified priority sectors for investment in the following order: Education, Health and Wellbeing, Community Investment, Business and Entrepreneurship, Employment, Housing, Arts, Culture, and History, Infrastructure and Development, Criminal Justice, Environment and Climate Change, and Political Participation. It is important to note, that with the passage of time and advancements in technology, the order of priorities may need to be adjusted.

Data evidenced the need for such prioritisation to be rooted in a core sentiment that addresses the psychological trauma experienced by people of African descent due to racism, discrimination, the persistent legacy of African chattel enslavement, colonialism, and variations within different ethnographic groups and the impact of colourism.

There is an awareness too that many of these sectors are not currently configured to benefit Black beneficiaries, and there is work still to do to ensure that their frameworks are suitable for addressing the persistent legacies and traumas resulting from African chattel enslavement and colonialism.

When asked about the balance between long-term initiatives and immediate relief efforts, respondents indicated that the fund should place a significant focus on its long-term projects while concurrently advancing immediate relief efforts. The data concurred that while there might be a slightly greater emphasis on the sustainability of long-term projects, delays should not hinder the projects progress.

Respondents further indicated that the successful implementation of this fund should prioritise the following outcomes: economic upliftment of affected communities as the foremost objective, followed by the creation of educational opportunities, a dedicated effort to reduce systemic racial inequalities, robust support for the growth of black-led businesses, preservation, and promotion of cultural heritage, and lastly, fostering opportunities for repatriation. For many, this prioritised sequence is essential to ensure that the fund's impact resonates with the core principles of reparatory justice and delivers meaningful, comprehensive benefits to individuals and communities deeply impacted by historical injustices.

### THEME 3: ACCESSIBILITY AND TRANSPARENCY

It is imperative to establish unequivocal and transparent communication, according to respondents, regarding the nature and operation of this fund, including the processes involved in its establishment. Respondents identified that it is equally crucial to clarify the mandate guiding the fund, particularly the mandate governing returns to The Church of England.

Transparency also includes translation into various languages, so that accountability is not confined to the English language, while accessibility includes attention to streamlined application procedures. Respondents emphasised sustained community engagement with descendants of African chattel enslavement, which will be another key pillar of transparency. Respondents expressed the need to sustain community engagement with descendants of African chattel enslavement, including young people, as an essential element of repair.

### THEME 4: RESEARCH AND LEGACIES

Respondents believed it was important for The Church of England, as a collective entity, to confront its involvement in African chattel enslavement, both as a religious body and an investor.

The Church of England has historically neglected to address the consequences of its role within the practice of African chattel enslavement which as a result, has had severe and enduring effects on people of African descent, significantly contributing to global racial hierarchies. The data has confirmed that this ongoing legacy continues to inflict psychological trauma, economic disparities, social disparities, and division within individuals, families, and amongst ethnographic groups. To address this history and its ongoing implications, respondents called for imperative research and digitisation efforts to make historical records and information more readily accessible. Further for immediate repair to be made via reparatory justice initiatives.

Lastly, respondents have identified that the allocation of £100 million to this Impact Investment fund is inadequate within the context of repair and redress.



ISBN: 978-1-3999-8100-2