

The Diocese of Chichester Racial Justice Vision, Strategy and Objectives for
2023 -2027

If one member suffers, all suffer together with it, if one member is honored, all rejoice together with it. 1 Corinthians 12. 26.

The Diocese of Chichester is committed to real and lasting change on issues of racial justice. All human beings are fearfully and wonderfully created in the image of God (Psalm 139.14 and Genesis 1.27). There can be no place for racism in God's World and no place for racism within God's Church. There is no place for racism in Chichester Diocese.

This Diocesan strategy is informed by the Church of England's Anti-Racism Taskforce 2021 report *From Lament To Action* and is rooted in action. We need every person in every church and in every school to help root racism out. All of us have an important part to play in this quest for racial justice.

Seeking the will of God, and discerning God's call, to help achieve this the Diocese has identified four priority areas of focus in the five year period from 2023 to 2027:

1. Speaking Race: We will help to equip and resource parishes and chaplaincies to create safe spaces for open, honest and frank conversations about race. We will help the communities that we serve to take an honest look at themselves and where they may be on issues of racial justice. People will grow in confidence speaking about race, speaking out against racism and advocating for racial justice.
2. Representative Leadership: We will attract, retain, equip and empower more Global Majority Heritage and UK Minority Ethnic leaders to better represent the diversity of the communities that we serve.
3. Participation: We will encourage wider participation of our Global Majority Heritage and UK Minority Ethnic communities across our Household of Faith.

4. Young People: We will equip and empower our Church Schools and our young people to help guide and lead us in combatting racism and in tackling racial inequality.

Over the next five years, guided and sustained by The Holy Spirit, we hope to achieve the following goals:

1. Appoint and train a lay or ordained Racial Justice Advocate (RJA) in every deanery and in key focus areas (e.g., schools, diocesan departments). We will focus initially on the Deanery Synods of the areas where we have offered Racial Justice Training.
2. Working initially with the Diocesan Senior Leadership Team and with the DDO and the Discernment team, attract and retain at least ten more UKME/GMH individuals into (a) the discernment process, and (b) roles of ordained ministry as well as lay ministry across the Diocese.
3. Increase participation of UKME/GMH people across the governance structures of the Diocese to reflect local demographics (i.e., 7% UKME/GMH but bearing in mind that this statistic does not apply equally across the diocese), including at Deanery Synod, Diocesan Synod, the Board of Education, school governing bodies/MAT trustee boards, Bishop's Council/Finance Committee, the Senior Leadership Team of the Diocese and at Chichester Cathedral.
4. See teaching about and advocacy for racial justice embedded into the regular teaching and preaching life of our Diocese throughout the year, for example through the Year Of / Lent Courses / The Department for Apostolic Life Programmes / IME Training.
5. Work with 5 Growing Partnership schools and parishes from across the Diocese in raising awareness and to encourage culture change around racial justice in their communities.
6. Host an annual Black History Month service of celebration at Chichester Cathedral or another venue within the diocese and increase the number of BHM/Racial Justice Sunday services offered in parishes/chapels each year.

7. Increase visibility for and celebrate the success of UKME/GMH people and their allies by telling their stories creatively throughout the year. E.g. Record a video or post reflections to be shared each month from committee members and advocates, congregation members from the diocese.
8. See advocacy and training for racial justice embedded into departmental budgets across the whole life of our Diocese, for example at The Department For Apostolic Life, at The Board of Education and at Chichester Cathedral.

The membership of the committee appointed to help oversee and to deliver this strategy can be found here:

Link to Diocesan webpage.

1. Rev Martha Mutikani(*Core group member*) Racial Justice Officer, Associate Vicar Uckfield Plurality, Assistant Dean of Women Ministry & Specialist Nurse Practitioner isfield.vicar@gmail.com or martha.mutikani@chichester.anglican.org
2. Rev Dr Godfrey Kesari (*Core group member*) Racial Justice Officer, Vicar Southwater Church & Theologian revdgodfrey@yahoo.co.uk
3. Rev Canon Dr Jack Dunn (*Core group member*) Precentor Chichester Cathedral and Parish Development Officer Jack.Dunn@chichester.anglican.org
4. Rev Dr Jonathan Jong (*Core group member*) Rector of Cocking with West Lavington, Bepton, and Heyshott;Assistant Professor at the Centre for Trust, Peace and Social Relations, Coventry University frjonathan@underthedowns.co.uk,
5. Lisa Williamson - (*Core group member*) Chichester Diocesan Communications officer – Lisa.Williamson@chichester.anglican.org
6. Rosemary Black (*Core group member*) CofE Chichester Education- Siams, Manager) - Rosemary.Black@chichester.anglican.org,
7. The Revd Dr Keir Shreeves (*Core group member*) Diocesan Director of Ordinands keir.shreeves@chichester.anglican.org
8. Tom Leighton (*Schools Advocate*) (Deputy Head of Steyning Grammar School) tleighon@sgs.uk.net on behalf of a. Demi Alao (*Junior Racial Justice Ambassador* at Steyning Grammar School 2022/2023) b. Billy Wheals (*Junior Racial Justice Ambassador* at Steyning Grammar School 2022/2023).

9. Joanna Reffin – (*Hastings Archdeaconry Advocate*) St Margaret’s Isfield ,Specialist Physiotherapist at King’s College Hospital London-
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10. Revd Sandi Wickens (*Hastings Archdeaconry Advocate*) Priest in Charge Westfield, Guestling, and Fairlight, revsandiwickens@gmail.com
11. Dr Tino Zhou- (*Brighton Archdeaconry Advocate*) Engineer & St Andrews Old church Hove, Zinafe Chair of Trustees
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12. Rev'd Emma Ham-Riche – (*Brighton Archdeaconry Advocate*) - Priest-in-Charge Preston St John with Brighton, St Augustine and St Saviour ehamriche@gmail.com
13. Canon Vanessa Baron- (*Cathedral and Chichester Advocate*) Canon Treasurer Chichester Cathedral
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14. Rev Jules Middleton- (*Horsham Archdeaconry Advocate*) Priest in Charge St Edward The Confessor, Burgess Hill revjulesmiddleton@gmail.com
15. Rev Steve Burston- (*Horsham Archdeaconry Advocate*) Vicar St John’s Crawley steve@churchcrawley.com

The committee’s terms of reference may be found here. [Link to Diocesan webpage.](#)

If you would like to get involved in, or find out more about the life, work and ministry of this committee, please contact:

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We invite you to pray daily, for the work and ministry of this committee and also for the elimination of racism throughout God’s World.

Together, in the words of Rev Dr Martin Luther King Jr, we pray:

*Ever present God,
you called us to be in relationship with one another
and promised to dwell wherever two or three are gathered.
In our community, we are many different people;
we come from many different places, have many different cultures.
Open our hearts that we may be bold
in finding the riches of inclusion and the treasures of diversity among us.*

We pray in faith.
Amen