

## Racial Justice Committee (RJC) – Terms of Reference

The membership of the committee is made up of racial justice core group members and archdeaconry advocates appointed to help oversee and to deliver the racial justice strategy. There are 17 members, and they meet three times per year and when needed to respond to arising matters.

Bishop of Lewes heads the Racial Justice Committee with the support of two Racial Justice Officers (RJOs) as part of the Common Good Committee's strategy for the diocese. He has commissioned the following members as recommended by the RJOs to help with providing strategic oversight and be the steering group that supports the Diocese of Chichester in taking forward the Lament to Actions priorities.

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](mailto:isfield.vicar@gmail.com) or [martha.mutikani@chichester.anglican.org](mailto:martha.mutikani@chichester.anglican.org)
2. Rev Dr Godfrey Kesari ( *Core group member*) Racial Justice Officer, Vicar Southwater Church & Theologian [revdgodfrey@yahoo.co.uk](mailto: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](mailto: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](mailto:frjonathan@underthedowns.co.uk),
5. Lisa Williamson - ( *Core group member*) Chichester Diocesan Communications officer – [Lisa.Williamson@chichester.anglican.org](mailto:Lisa.Williamson@chichester.anglican.org)
6. Rosemary Black ( *Core group member*) CofE Chichester Education- Siams, Manager ) - [Rosemary.Black@chichester.anglican.org](mailto:Rosemary.Black@chichester.anglican.org),
7. The Revd Dr Keir Shreeves ( *Core group member*) Diocesan Director of Ordinands [keir.shreeves@chichester.anglican.org](mailto:keir.shreeves@chichester.anglican.org)
8. Tom Leighton ( *Schools Advocate*) (Deputy Head of Steyning Grammar School) [tleighton@sgs.uk.net](mailto:tleighton@sgs.uk.net) 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- [jo.reffin@gmail.com](mailto:jo.reffin@gmail.com)
10. Revd Sandi Wickens (*Hastings Archdeaconry Advocate*) *Priest in Charge* Westfield, Guestling, and Fairlight, [revsandiwickens@gmail.com](mailto:revsandiwickens@gmail.com)
11. Dr Tino Zhou- (*Brighton Archdeaconry Advocate*) Engineer & St Andrews Old church Hove, Zinafe Chair of Trustees - [tinozivashe.z@zinafe.org.uk](mailto:tinozivashe.z@zinafe.org.uk),
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](mailto:ehamriche@gmail.com)
13. Canon Vanessa Baron- (*Cathedral and Chichester Advocate*) Canon Treasurer Chichester Cathedral [Vanessa.Baron@chichestercathedral.org.uk](mailto:Vanessa.Baron@chichestercathedral.org.uk)
14. Rev Jules Middleton- (*Horsham Archdeaconry Advocate*) Priest in Charge St Edward The Confessor, Burgess Hill [revjulesmiddleton@gmail.com](mailto:revjulesmiddleton@gmail.com)
15. Rev Steve Burston- (*Horsham Archdeaconry Advocate*) Vicar St John’s Crawley [steve@churchcrawley.com](mailto:steve@churchcrawley.com)

## **Terms of reference of RJC**

### **Composition**

The RJC will be co-chaired by the RJOs in the absence of Bishop of Lewes. It will include the DDO, Cathedral Precentor, Development Officer/Member of Apostolic Life team, Communications Officer, Chichester Diocese Department of Education member, Junior RJO Ambassadors, Lay members, and Clergy from across the diocese.

### **Role of members**

- Members of the RJC will be expected to attend meetings
- Promote role of RJOs and RJC in their areas
- Liaise with Bishop Staff team, Rural deans, local schools to raise awareness of racial equity and racial justice issues
- Promote the racial justice week and black history month events publicity

- Propose, review, and help implement the racial justice strategy for the diocese
- The core group will review strategy and policy following guidance from the national church then discuss with the advocates

### **Authority**

The RJOs & RJC authority comes from the Bishop of Chichester and the Diocesan Vision of 2020-2025: More Open, More Converted to Jesus Christ, More Generous and More Engaged, this includes more diversity and inclusion. Drawing from the lesson by Jesus Christ to the whole human race of unity and recovery of God's purposes for us. The RJOs are part of the Common Good Committee where they will report the work of the RJC.

### **Meetings**

The co-chairs schedule the timetable of meetings and plan dates in advance. They will approve the agenda for each meeting, which will be circulated 3-7 days before the meeting.

### **Budget**

Expenditure should only be committed with the prior agreement of the budget holder, the Bishop of Lewes.

### **Review**

The RJC will review its terms of reference annually next due in September 2023 and proposed changes must be agreed with the co-chairs and the Bishop of Lewes.