

# Anti-Racism Toolkit top tips



## Info



*UKME/GMH: stands for United Kingdom Minority Ethnic / Global Majority Heritage, and is a term used to refer to people of non-white communities in the UK. It is the current appropriate term in common usage.*

This [Anti-Racism Toolkit](#) was established as part of the Diocese of Guildford's commitment to promoting racial diversity. It is rooted in Jesus Christ who cared for the poor, the vulnerable, the oppressed and the marginalised in social and religious structures, and society at large.

This top tips document is drawn from the existing anti-racism toolkit and is designed to be a quick and practical reference point, and get people thinking about how to make our parishes and chaplaincies welcoming, and ensure that people from all racial backgrounds can fulfil their potential in the Body of Christ.

More detail, including resources can be found [in the toolkit](#).



## Self-reflect and listen

- Tackling racism and embracing diversity requires you to firstly self-reflect on your own experiences, personal biases, negative perceptions, and the stereotypes that affect the way you interact with people from different racial and cultural backgrounds.
- Take the time to listen to the experiences of our UKME/GMH brothers and sisters, including their encounters with racism and discrimination. It may be uncomfortable or shocking but it will help you think more empathically and critically about racism.



## Know who lives in your parish

Every parish will have different kinds of diversity, so it's important to know the demographics in your area including the number of Christians. This will give you an informed understanding of who needs to be included in your church outreach. [The census](#) provides a detailed breakdown on information including country of birth, ethnicity and household composition.



### **Communicate race to young people**

- Don't shy away from conversations about race and racism with the children and young people in your church.
- Involve young people in building a truly intercultural church where everyone feels welcome and valued. This can include using resources with images that accurately depict Jesus as a Middle Eastern Jew. You could also use music, liturgy and artwork created by Christians from different cultures and backgrounds.



### **Welcome UKME/GMH people into all aspects of church life**

- First impressions can last a lifetime. Be mindful that people from minority backgrounds may enter a new church with trepidation and wonder if they will be welcomed. You can reflect and celebrate diversity in your church in a number of ways including saying, The Peace or The Grace in a language of some of your UKME/GMH congregation.
- Recognise special dates that reflect the diversity within your church, such as Windrush Day or South Asian Heritage Month, and include prayers on issues from members' home countries. You could also hold social gatherings where people are invited to share cuisine from their country of origin. These are small but significant ways of acknowledging and embracing racial diversity within your church.



### **Mentor and support UKME/GMH curates/ incumbents**

- Offering mentorship is vital in helping new leaders navigate their role and to understand the local church community. However, to ensure the mentor/mentee relationship is built on mutual trust, take the time to learn about the mentee's cultural background as well as any barriers they have faced in their church and community.
- Help create a dedicated support network around the curate/new incumbent and encourage your leadership team to undertake unconscious bias training. This will help level the playing field, ensure healthy power dynamics, and empower clergy from minority backgrounds to maximise their God-given potential, motivation, and self-esteem.



### **Swiftly act against racial injustice**

- If you identify acts of racism or discrimination in your church, report the problem to someone who is well-positioned to investigate and in due course, mediate. It is recommended that this be an office holder (Incumbent; LLM; or churchwarden), or were deemed necessary, the next appropriate level up of leadership.
- In some cases, a conversation may be possible between the two parties (offender and complainant), but it is recognised that in some cases this may not be feasible or appropriate.
- It is recommended that any informal mediation process be underpinned by prayer. Such prayer would ideally take place by and for all relevant parties at every stage of the process. It is also recommended that you are aware of the dynamics of power in the relationships and name them. If such a process does not prove fruitful yet continues to be valid, the complaint may need to move to the more formal process.

The purpose of the informal process is to seek justice and grow in godliness – it is never to cause shame or to seek retribution.