



**10-STEP ROADMAP**

**TOWARDS RACIAL DIVERSITY**

**AND UNITY**

Events in recent years, both in the UK and further afield, have highlighted the need for churches and charities to do more in recognising the pain and trauma of people of colour and tackle systemic or unseen injustices within our communities. Many of us have started this journey, but we can often feel lost as to what is helpful and what is best to do next.

Developed by a group of church leaders of different denominations as a response to racial injustice in the church, this is a simple but profound 10-step roadmap to help navigate the necessary actions needed for better diversity and unity within the church.

# 1. Acknowledgement

How can we offer an acknowledgment of the issue of racial injustice and its systemic and institutional nature?

# 2. Audit

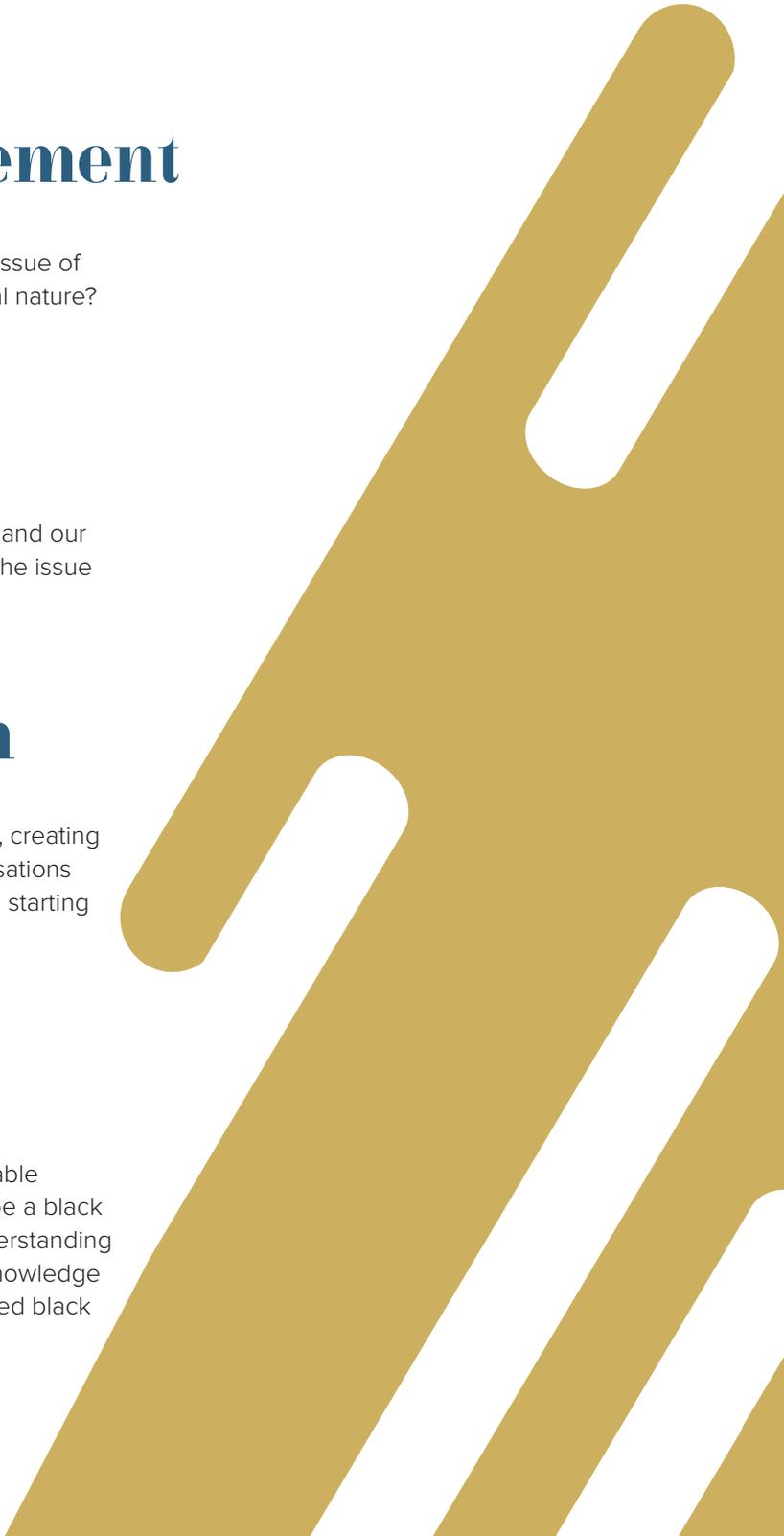
How can we take an honest look at ourselves and our churches and where we are in relation to the issue of racial injustice?

# 3. Conversation

How do we facilitate a series of conversations, creating the spaces for open, honest and frank conversations and listening to the voices of people of colour, starting with those in your sphere?

# 4. Education

How can we bridging the knowledge gap, enable people to better understand what is it like to be a black person in the UK today, deepen people's understanding of the black British historical context, and acknowledge how sustained and systemic racism has affected black people?





## 5. Speak up

How can we use our platforms to speak out against the evil of racism? This would be speaking out into wider society as well as our own churches and communities.

## 6. Advocacy

How can we use our influence and reach to be advocates for racial equality? We must recognise that changes in structures can deal a death blow to racism.

## 7. Representative leadership

How do we create systems, structures and processes that encourage representative leadership in our churches and communities?

## 8. Practical action

How do we commit to developing short-, medium- and long-term plans for practical action?

## 9. Prayer

How do we encourage prayer as individuals and within our churches over the issue of racial injustice?

## 10. Prophecy

How do we commit to clearly discerning God's mind and ensuring that our actions and narratives are driven by this, based on Jesus' teachings and firmly rooted in the word of God?