

JDS Report (Justice, Dignity and Solidarity)

MC/23/14

Date of meeting	25-26 January 2023
Contact name and details	The Revd Dr Jill Marsh, Inclusive Church Implementation Officer MarshJ@methodistchurch.org.uk
Resolution	14/1. The Council receives the report.

The JDS Committee met on 19 December 2022 and provides the following update on Implementation of the Strategy for Justice, Dignity and Solidarity, for note by the Council.

There are no proposals or recommendations to be brought to this particular meeting of the Council.

The page references are from the Strategy which can be found here;

<https://www.methodist.org.uk/about-us/the-methodist-church/the-inclusive-methodist-church/strategy-for-justice-dignity-and-solidarity/>

*****RESOLUTION**

14/1. The Council receives the report.

Please note: the EDI Adviser and the Implementation Officer work together but the named person will take responsibility for the progress of the particular piece of work.

Delays, where they have happened, have been due to staff shortage, sickness or compassionate leave or Connexional Team capacity issues.

Piece of work	To date Dec 2022	Planning Ahead	Responsible Person
Resources			
User Guide for the Strategy: for engagement across the Connexion	Published March 2022 Completed	Feb 2023 Measure its use Lower priority	EDI Adviser Comms team (for stats)
Inclusive Language Guide (jointly with Publications Team)	Published March 2022 Reviewed Dec 2022 Completed	Review content at least annually, involving Solidarity Circles Review use at least annually Lower priority	Publications Team (content) EDI Adviser (use) Comms team (for stats)
Equality Impact Assessment (Recommendation 6b, for use by all Methodists, especially in key reviews and policy-making)	Published March 2022 Completed	Feb 2023 Measure its use Lower priority	EDI Adviser (use) Comms team (for stats)
Personal Responsibility Commitment: to encourage an approach of life-long-learning about diversity across the Connexion (Recommendation 4b, see below)	Published March 2022 Completed	Feb 2023 Measure its use, through stats of views and downloads. Begin to plan review process for longer-term measurements of its effectiveness Lower priority	EDI Adviser
Recommendation 1	Equality Impact Assessment published so that every Methodist has a tool with which to	Proposal for process and schedule of EIA implementation to come to March Council	EDI Adviser

<p>Reviewing of our systems and structures (p.768)</p>	<p>review our EDI work</p> <p>Connexional Team asked to use this tool, via the intranet</p> <p>Council 2022 agreed to use the EIA for its own work by requesting a completed EIA for specific pieces of work</p> <p>Completed</p>	<p>High priority</p>	<p>Secretary of the Conference</p>
<p>Recommendation 2a Celebrations and Festivals (p.768)</p>	<p>Making EDI Officers aware of this aim as we come out of 'lockdown'</p> <p>Completed</p>		<p>Implementation Officer</p>
	<p>Resource to be produced with guidance and suggestions for how to engage with particular diverse communities</p> <p>Delayed</p>	<p>Autumn 2022: delayed due to compassionate leave</p> <p>Aim: Summer 2023</p> <p>Delayed</p>	<p>Implementation Officer</p>
<p>Recommendation 2b An Affirmation Scheme (p. 768)</p>	<p>Affirmation Scheme: to be piloted Summer 2022</p> <p>Completed</p>	<p>Pilot to be worked into a developed scheme</p> <p>Lower priority</p>	<p>Learning Network (Stuart Watkin)</p>
	<p>Resolution to Council proposing a Conference service of repentance, re-commitment, thanksgiving and celebration to be used across the Conference following Conference 2022</p> <p>Completed</p>	<p>Plan this service to be shared at Conference 2023 for use around the Connexion</p> <p>High priority</p>	<p>JDS Committee (Chair)</p>
<p>Recommendation 2c Review of Language (p. 769)</p>	<p>Inclusive Language Guide published</p>	<p>Summer 2023</p> <p>Further training resources for work including with Local Preachers and Worship Leaders</p>	<p>Implementation Officer</p>

	Completed	Lower priority	
<p>Recommendation 2d</p> <p>Narrative research project (p. 769)</p> <p>(with the Susanna Wesley Foundation)</p>	<p>Designing a process for ‘capturing’ some of the narratives around the Connexion and, in this way, ‘taking the temperature’ of this work for Justice, Dignity and Solidarity</p> <p>Liaison with the Walking with Micah project</p> <p>Completed</p>	<p>Beginning the first round of research for this ‘evaluative project’.</p> <p>While this will collect some narratives we are no longer describing it in this way</p> <p>High priority</p>	<p>Sue Miller</p> <p>(Susanna Wesley Foundation)</p>
<p>Recommendation 3a & 3b</p> <p>3a Symposia and gatherings</p> <p>3b Partners for this work (p. 770)</p>	<p>Racial Justice event March 2022</p> <p>(task group with the Learning Network, Walking with Micah and Agents for Change)</p> <p>A series of conversations with Connexional Team members about transformational change theory (Autumn 2022)</p> <p>Completed</p>	<p>Continuing consideration about how cultural change comes about and how to enable transformational change is important to this work</p> <p>The offering of expertise about transformational change</p> <p>High priority</p> <p>Further planning of Symposia has been stalled while negotiating the place of this work in relation to other Connexional Team work</p> <p>(eg Learning Network training events and Walking with Micah conversations about Justice)</p> <p>Delayed</p>	<p>Ermal Kirby</p> <p>(Task-group Facilitator)</p>
<p>Recommendation 4a</p> <p>Discrimination and Abuse Response Service (p. 770)</p>	<p>Design of the DARS (April – July 2022)</p> <p>Pilot of DARS in two districts</p>	<p>Review March – April 2023</p> <p>Extended pilot dates because of delays</p> <p>Delayed</p>	<p>EDI Adviser</p>

	<p>Extended to take in connexional complaints enquiries with a discriminatory element</p> <p>Began July 2022</p> <p>Summer 2022 Work with Complaints and Discipline and Safeguarding to consider how the systems may be developed to begin with 'one point of entry'</p> <p>Completed</p> <p>Delayed to autumn 2022</p> <p>Delayed</p>	<p>Extend pilot to three more districts and to Methodist staff, students and families at Queen's (beginning Jan 2023)</p> <p>July 2023 forward Roll out across the Connexion</p> <p>High priority</p>	
<p>Recommendation 4b</p> <p>Personal Responsibility Commitment (p. 771)</p>	<p>This has become a 'voluntary' undertaking (except in DARS cases) alongside the mandatory training which we will encourage every Methodist to use. (Published on the webpages, see above)</p> <p>Summer 2022: Encouragement for us all to use this Personal Responsibility Commitment, through the district EDI officers.</p> <p>Completed</p>	<p>Feb 2023</p> <p>Measure its use, through stats of views and downloads. Begin to plan review process for longer-term measurements of its effectiveness</p> <p>Use as ongoing training, after mandatory EDI module Autumn 2022 Expectation that this will be used as part of the Mandatory EDI Foundation module</p> <p>Delayed because of delays to training announcements (see R 5a below)</p> <p>Lower priority</p>	<p>EDI Adviser and Implementation Officer</p>
<p>Recommendation 4c</p> <p>Tracking the rate of 'discrimination' (p. 771)</p>	<p>Agreement and planning with IT to develop an app which will help us track all cases which come into the pilot DARS, with their outcomes (R4a above)</p>	<p>January 2023 forward</p> <p>Developing the use of this app in order to help with understanding of what is happening within our systems Providing the Council with EDI information</p>	<p>EDI Adviser</p>

	<p>Delayed by time limitations for getting all the involved parties together</p> <p>Delayed</p>	<p>Recording the DARS cases, for learning, even if the app is not developed</p> <p>High priority</p>	
<p>Recommendation 4d Critical Incident response system (p. 772)</p>		<p>This recommendation will be designed later during the Implementation</p> <p>This was not prioritized, due to time pressures on recommendations considered more urgent</p> <p>Lower priority</p>	<p>EDI Adviser</p>
<p>Recommendation 4e Truth and Reconciliation Process (p. 772)</p>	<p>A group was formed for careful consideration of how to design this process</p> <p>Scheduled for later than other recommendations as we prioritized more preventative recommendations and knew we would need to take special care with this task</p> <p>Completed</p>	<p>March Council 2023 We aim to bring a proposal about a first phase of this work, based on some MA work that Katie Deadman (a Learning Network Officer) has been able to do, commissioned by us.</p> <p>High priority</p>	
<p>Recommendation 4f EDI support systems: Solidarity Circles (p. 772)</p>	<p>Two Solidarity Circles (for Women and for Disability) have been running as pilots for a year.</p> <p>The learning from these has already developed some of our work in specific ways.</p> <p>The learning from these has also led to the point where we are ready to establish four Solidarity Circles</p> <p>Completed</p>	<p>Feb 2023 Recruitment of four voluntary Co-ordinators to run Solidarity Circles for</p> <ul style="list-style-type: none"> - Disablility - LGBT+ - Racial Justice - Women <p>High priority</p> <p>Delayed due to compassionate leave and the need for detailed preparation of documents (including Privacy Notice annex and Confidentiality agreement)</p> <p>Delayed</p>	<p>Implementation Officer (for establishment)</p> <p>EDI Adviser (for support)</p>

		<p>March 2023 Selection of 14 other members for each Solidarity Circle</p> <p>April – June 2023 First Solidarity Circle meetings take place</p> <p>July 2023 First review of the work of these Solidarity Circles</p>	
<p>Recommendation 5a Mandatory EDI training (p. 773)</p>	<p>Unconscious Bias training now on MCBX</p> <p>Mandatory EDI training module now available on MCBX</p> <p><i>Delayed by several months</i></p> <p>The period for completion of the mandatory training is now the end of 2023</p>	<p>May/June 2023</p> <p>Review the completion rates of mandatory EDI training module</p> <p>By Summer 2023</p> <p>New guidance on which parts of the online training need to be done when done in groups in person</p> <p><i>High priority</i></p>	<p>Implementation Officer (with Learning Network)</p> <p>In future training will be designed and resourced by the newly established EDI Training Group (Chairs: Charity Nzegwu and Richard Armiger)</p>
<p>Recommendation 5b Positive Actions (p. 774)</p>	<p>Open Sessions for JDS Shadow Committee recruitment</p>	<p>Positive Actions to be implemented by the HR team in relation to Connexional Team employment</p> <p><i>High priority</i></p>	<p>Sushila Jetha (HR)</p>
<p>Recommendation 5c Placements, mentoring and shadow-mentoring (p.774)</p>		<p>Resource produced with guidance on how to set up placements, mentoring and shadow-mentoring: for use in any area of Methodist life, including the Connexional Team and Connexional Committees.</p> <p><i>Lower priority</i></p>	<p>Implementation Officer</p>
<p>Recommendation 5d A 'Guide' to Methodism</p>	<p>A draft is ready in Plain English as one of the Comms team 'campaigns'</p>	<p>Work with Publications to design how this can be made accessible for those who do not use the internet</p>	<p>Implementation Officer</p>

	Completed	Lower priority Delay in this work as a new website design is being worked on. This principle will be incorporated into that design. Delayed	
Recommendation 6a EDI data collection and monitoring (p. 775)	MC Resolution 49/7 proposal about a feasibility study for a connexional administrative membership database was withdrawn	Collection of anonymised ministers' EDI data (in GDPR-secure fashion) has been delayed because of change to a new IT system Delayed	Sushila Jetha (HR)
		Jan – June 2023 Work about collecting and using EDI data across circuits, districts is being piloted in order to engage carefully with GDPR issues. High priority	EDI Adviser
Recommendation 6b Equality Impact Assessment (p. 775 and 781)	EIA published (see above) For use by all Methodists (either formally or informally) as a 'usual practice' (like risk assessments) in all of our work. Completed	Methodist Council, JDS Committee and other Connexional Team members begin to use this work 'as usual' habit High priority	EDI Adviser
Recommendation 6 c EDI toolkit (p. 776)	All modules updated New versions of some modules planned Completed	Publication has been delayed due to working with volunteers with capacity issues Delayed	
Recommendation 7 EDI Officers (p. 776)	Establishment of district EDI Officers network and gatherings online Database of EDI Officers Regular 'open sessions' about the role to encourage these appointments	Sept 2022 – July 2023 Encouragement of circuits to recruit circuit EDI Officers	Implementation Officer

	Completed	Support for the District EDI Officers as they support the circuit EDI Officers All EDI Officers to complete mandatory EDI training by Summer 2023 High priority	
Recommendation 8 Review of Faith and Order Work in the light of the Strategy (p. 777)	Review of Faith and Order work carried out in the light of the JDS Strategy (2021-22) Completed	This now becomes a usual event as there is an annual F&O committee review of F&O work which (like all committees) will now be undertaken in the light of the JDS strategy. It does not, therefore, need to be prioritized by the EDI Adviser	(Secretary, Faith & Order Committee)
Recommendation 9 JDS Committee	Open recruitment for new Co-Chairs and members Adoption of Terms of Reference and 'Ways of working' Completed	Confidentiality and Volunteer Agreements to be in place by March Council 2023. High priority	EDI Adviser
JDS work across the Connexional Team	Connexional Team members have been implementing the JDS strategy within their work	The summary has been delayed but is in progress and will be brought to Methodist Council March 2023 Delayed	Implementation Officer
Future staffing	An initial estimate of future staff hours which will be needed to sustain this work has been drawn up Completed	A proposal for future staffing will go to Senior Management Group and then to SRC High priority	EDI Officer