

# JDS Report (Justice, Dignity and Solidarity)

MC/22/73

Date of meeting	17-18 October 2022
Contact name and details	The Revd Charity Nzegwu The Revd Samuel E McBratney Co-chairs of the JDS Committee JDS@methodistchurch.org.uk
Resolutions	73/1. The Council receives the report. 73/2. The Council adopts the “EDI Officers: Connexional Guidance” to be issued to districts (Appendix A). 73/3. The Council agrees to the formation of an EDI Training Group. 73/4. The Council directs the Secretary of the Conference to work with the JDS Committee to identify which parts of the Council’s work need to be subject to an EIA and to report to the January Council.

The JDS Committee met on 20 September 2022 and makes the following recommendations:

**1. EDI Officers: Connexional Guidance**

This document (‘EDI Officers: Connexional Guidance’ in Appendix A below) was amended and is now proposed for adoption (Resolution 2).

**2. Formation of an EDI Training Group**

At the recommendation of the Director of Regional Learning and Development, the JDS Committee asks the Council to agree the establishment of an EDI Training Group that would help in developing the training material that is needed to further support the JDS strategy and provide an editorial board for considering any revision to the existing training material.

This approach would mirror that used for Safeguarding training material.

The EDI training group would comprise:

- 2-3 Representatives nominated from the JDS Committee
- 1-2 District EDI Officers
- Equality Diversity and Inclusion Adviser
- Inclusive Church Implementation Officer
- 2-3 Representatives from the Learning Network

Final sign off for training material that this group would produce and update would lie with the JDS Committee. (Resolution 3)

**3. The JDS Committee provides the following update on implementation of the Strategy**

What follows is an update on progress in each recommendation of the Strategy for Justice, Dignity and Solidarity. 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/>

**1. The Conference commits itself to systemic, structural and cultural change (page 768)**

- The Candidating Review Group chaired by the Revd Dr Roger Walton presented a new three-phase process to the 2022 Conference following its work which began in October 2020 did their work in the light of the JDS strategy, with one of its principles being “Diversity and fairness to all candidates and communities. The 2022 Conference adopted the new process.
- The Ministries Team is conducting specific listening exercises to hear the experience of particular ‘groups’ within ministry.
- The Vocations Officer is working on a piece of research about why we have so few British-born BAME candidates.
- The Local Preachers Studies Board has appointed a group of Board members plus JDS volunteers who are reviewing the work of the LPWL training in light of the JDS strategy.
- The connexional reviews of Stationing and of Complaints and Discipline procedures, will be carried out in ways which include the perspective of the JDS strategy
- The internal audit focused on the implementation of EDI (and will be reported by the Audit and Risk

Assurance Committee). Details on the implementation of recommendations will be included in future reports.

- All of the recommendations below were included, and are being designed/implemented in order to help with the cultural change which is necessary to achieve the aims of the JDS strategy.

## **2. a) Celebrations and Festivals (page 768)**

- The Communications team has been engaging with positive good news stories and promoting Inclusive Methodist Church work as one of their main themes, with an annual cycle of focus on LGBT+ life, Black History Month, and disability awareness.
- A celebration of Black Leadership was held in summer 2022 and Wesley's Chapel hosted a 'Leadership on a Journey' exhibition about Black Leadership, in person and online.
- New resources have been made available by the Evangelism and Growth team for engagement with local festivals, including Pride and Carnival
- A conversation has been arranged, with the Ministries team, about worship materials to celebrate the diversity of Methodism.

## **2. b) Affirmation Scheme (page 768)**

This work has been on hold due to lack of time, however there is a plan now to reconvene the task-group during the autumn 2022 in conjunction with some of the Solidarity Circles.

The Connexional HR Team has been provided with examples of bench-marking/ kite-mark schemes.

## **2. c) Review of Language (page 769)**

The Inclusive Language Guide was produced in early 2022 and will be reviewed every six months in response to feedback as it is used.

## **2. d) Narrative research project (page 769)**

The Susanna Wesley Foundation (SWF) has been working with others to develop a process for this project. The task-and-finish group for this recommendation met throughout last year and explored a variety of options for this recommendation which is intended to 'track' the systemic, attitudinal and cultural change in the Methodist Church as a result of the JDS Strategy.

A resource (a 'Mapping Exercise') is being developed to help facilitate conversation about change locally. SWF has identified a researcher who has been asked to develop a proposal for a research project which will give a more objective eye on the progress. It is envisaged that this will be a longitudinal study. SWF will commission this work as part of their commitment to the Methodist Church and to the Strategy for Justice, Dignity and Solidarity.

## **3. a) Symposia and gatherings (page 770)**

A 'Striving for Justice' Symposium was held, in conjunction with the 'Agents for Change' event of the Children, Youth and Families team work, in March 2022.

This task-group is now working on a bigger Symposium to bring together those from the earlier work-streams, EDI Officers, members of the JDS Committee, and task-group members in a residential event during 2023, building capacity for networking and impetus beyond the post of the Inclusive Church Implementation Officer.

## **3. b) Developing 'partners' or 'catalysts' for these conversations (page 770)**

The number of people involved in this work is growing steadily but there is not yet a clear plan for whether we need 'partners'. One latest suggestion is to develop a 'pool' of people that could be called upon to facilitate deeper conversations across diversities.

## **4. a) Discrimination and Abuse Response Service (DARS) (page 770) (formerly called the Discrimination Response System)**

The two pilot districts for Phase 1 of this service have advertised since July. So far we have had one case which came in ahead of the actual 'launch' of Phase 1. There is a handbook which the JDS Committee has agreed and is available on request.

The Scrutiny Group has been asked to help devise a review process ready for January 2023.

The plan is to expand the number of pilot districts almost immediately and also to include any new complaint in which discrimination is a factor into DARS before they get into the complaints system.

## **4. b) Personal Responsibility Commitment (page 771) (formerly called Personal Responsibility Covenant)**

This has been launched online and will feature in the mandatory training.

It has been promoted at some Synods and through district EDI Officers.

#### **4. c) Tracking the rate of 'discrimination' (page 771)**

The EDI Adviser is in conversation with the Safeguarding Team about the new safeguarding case management system. The aim is to provide a way of tracking DARS cases, and Complaints and Discipline cases, through one of these systems.

#### **4. d) Critical Incident response system (page 772)**

This recommendation will be re-assessed in the light of current systems as soon as time becomes available.

#### **4. e) Truth and Reconciliation Process (page 772)**

This recommendation was deliberately left until this second year of the implementation. An early meeting in summer 2022 explored the potential ways of designing and implementing such a process.

Katie Deadman, of the Learning Network, will be carrying out Phase 1 of this recommendation through an interview process of Methodists, some with lived experience of the need for this process and some with experience of similar processes in other contexts. She will be supervised for this work, which will form part of her MA studies, by the University of Winchester. The outcome of the work will include an anonymised analysis of the responses she is given and some suggested recommendations for the next stage of the design for this process.

Dates for hearing the feedback from this work and working on the next stages will be set for spring 2023.

#### **4. f) EDI support systems: Solidarity Circles (page 772)**

Two pilot Solidarity Circles (one for 'Living with Disability' and one for 'Women') have been running through the last Methodist year and we are now aiming to establish Solidarity Circles for as many 'diverse experiences of life' as we can over the next year. The next priorities will be LGBT+ and Racial Justice. Before these are established we will call together the planning groups for the pilots and members of the Committee to agree guidance for operating. This will happen during October-November 2022.

#### **5. a) Mandatory training (page 773)**

The EDI Foundation module, which has been agreed by the JDS Committee, is ready to launch in October 2022. This has been agreed by the April Council as mandatory for a wide range of roles across the Connexion. It will be delivered through online training via MCBX (a new Methodist version of the Theology X platform), with additional support from the Learning Network where online training is not possible for people. We will ask some districts to pilot how they can regulate the mandatory nature of the training. The HR team will monitor mandatory training for the Connexional Team in response to the internal EDI audit.

#### **5. b) Positive actions (page 774)**

Regular monthly meetings are now taking place between the EDI Adviser and the HR team to agree these and to work on the recommendations of the internal EDI audit

#### **5. c) Placements and mentoring (page 774)**

The current plan is to design and draft guidance on how to set up placements for people to shadow Methodists in their roles. There will then need to be work done on how such opportunities are advertised. We also need to do a summary of who currently mentors whom, and how this is advertised. This has not been prioritised but we hope to work on it during this connexional year. We expect that some of the current HR work will help with this promotion beyond the 'normal channels'. There may be opportunities to 'track' people who take up a mentoring or placement opportunity and then advertise further role/work opportunities to them.

#### **5. d) Guide to Methodism (page 774)**

A draft of this has been drawn up by the task-group and is being prepared for publication.

#### **6. a) EDI data collection and monitoring (page 775)**

A detailed proposal for collecting EDI membership data was worked on during 2021-22 but withdrawn during the April Council meeting.

Next stage work has included drafting an EDI Data Collection and Analysis Approach in support of the Methodist Church's JDS strategy, based on the EDI data which we can collect and use, taking into account the limitations which we have. This can be found in Appendix B.

#### **6. b) Equality Impact Assessment (EIA) (page 775)**

This was produced and published during spring 2022.

It has been promoted through EDI Officers and Synod presentations as well as on the website; future reports to the Council will include stories of how this works in action.

The JDS Committee now asks the Council:

- to agree which parts of the Council's own work will be subject to an EIA, in order to aid decision-making.
- to determine when an EIA is mandatory and to require evidence of an EIA and its impact, when considering proposals for pieces of connexional work

The JDS Committee will now use this EIA for its own work.

#### **6. c) EDI toolkit (page 776)**

The EDI toolkit is regularly reviewed. The new module entitled 'Including Transgender, Intersex and Other Gender-diverse People in Church Life' is due to be published during October.

New revised modules to replace the current ones on Age, Class and Economic Justice, and Disability and Impairment are being drafted now, as is a new introduction to the modules, for publication later in 2022.

#### **7. EDI Officers (page 776)**

There are currently five districts with vacancies for this post. However, they have all found ways of aiming for recruitment. Two districts have paid positions and others are beginning to plan for this.

We have sent out a survey to EDI Officers. There were eight replies (Appendix B)

We intend to send the survey out again in January-February 2023 to establish whether there is progress in response rate and in levels of 'take up' within the districts.

Some circuits have begun to appoint EDI Officers. The Bristol District is aiming to be the first district with a circuit EDI Officer in every circuit.

Capacity for support of EDI Officers beyond the time of the Inclusive Church Implementation Officer's post is something which needs attention in our future planning.

#### **8. The Faith and Order Committee (page 777)**

The Faith and Order Committee has completed an annual review of its work in the light of the JDS Strategy.

#### **9. The JDS Committee (page 777)**

The 2022 Conference adopted the Standing Orders to establish the Committee. This has begun its work and the recruitment of the additional members necessary is near completion. A residential meeting is planned for January 2023.

#### **10. Report to October 2021 Council (page 777)**

This report was approved by the JDS Shadow Committee and received by the Council in October 2021.

The JDS Committee intends to report to each meeting of the Council on the implementation of the strategy and the continuing monitoring of its compliance with its JDS commitments.

### **\*\*\*RESOLUTIONS**

**73/1. The Council receives the report.**

**73/2. The Council adopts the "EDI Officers: Connexional Guidance" to be issued to districts (Appendix A).**

**73/3. The Council agrees to the formation of an EDI Training Group.**

**73/4. The Council directs the Secretary of the Conference to work with the JDS Committee to identify which parts of the Council's work need to be subject to an EIA and to report to the January Council.**

### **Appendix A**

#### **EDI Officers Connexional Guidance**

**JDS/Oct2022**

Purpose of this document

The Strategy for Justice, Dignity and Solidarity requires districts to appoint a district EDI Officer but districts have leeway to make their own decisions about how this role will work in their own context. Districts have the leeway to prioritise the work according to local need and structures.

This connexional guidance is intended to support District Policy Meetings in setting the agenda and ethos of the work of their EDI Officers.

Background

1 Since the 2021 Conference adopted the Strategy for Justice, Dignity and Solidarity, districts have begun to appoint EDI Officers (Equality, Diversity and Inclusion), based on the draft Role

Description which was given as part of the Conference report. All but five of the districts have a named EDI contact person (usually appointed as EDI Officer) and all of those districts are actively considering how to appoint somebody appropriate or to share this role with a neighbouring district where districts are already working together for future re-organisation purposes.

- 2 More recently, some circuits have also begun to appoint circuit EDI Officers.
- 3 Many districts already had District Disability Advisers (DDA) and some had District Racial Justice Secretaries (RJS). In these cases, DDA and RJS have been involved in the conversation about the way forward and are being encouraged to work with others as part of the work for JDS.
- 4 Many districts are developing EDI teams or 'communities of practice' around EDI issues, drawing on those who are Expert By Experience.
- 5 Regular 'Open Sessions' about the role of EDI Officer are held on-line.
- 6 In many districts and regions the Learning Network have provided EDI support for this role and work. The Learning Network have begun to identify LN staff with EDI expertise and two 'JDS leads' have been agreed. The Learning Network gathering has also given specific time to EDI issues and to the implementation of the Strategy for JDS
- 7 A connexional contact list of EDI Officers is held in the Conference Office and mailings have been sent out offering resources and updates.
- 8 The EDI Officers are invited to six gatherings each year, for networking, mutual support, updates and training. These gatherings have varied in attendance from six to 24 people. From these gatherings it has been obvious that training for the role is needed and would be welcomed.

### **Connexional Guidance**

- 9 Safer recruitment will apply as in all areas of church life.
- 10 An open session about the role should be held by the district or attended (where connexional ones are on offer) and open recruitment should be used to appoint EDI Officers
- 11 A Role Description and Person Specification should be provided (whether for paid or voluntary appointments). This should include agreement about accountabilities, length of appointment, supervision or line-management, the committees which the EDI Officer should relate to, and an explanation of how the EDI Officer will have an input to the work of the district/circuit.
- 12 The Role Description can vary according to the needs of the district/circuit, and can be shared between EDI teams, but should include responsibility for the elements of the draft below
- 13 The Person Specification needs to include the elements in the draft below.
- 14 EDI Officers should only be appointed if they are willing to undertake training as appropriate in relation to their previous experience.

### **DRAFT Role Description for the role of EDI Officer**

- ii) To support churches/circuits/districts in the implementation of the Strategy for Justice, Dignity and Solidarity, including keeping in touch with the EDI Officers' network for connexional information and guidance.
- ii) To assist the development of strategy and policy-making, and decision-making within their sphere of church life, particularly by listening to the people worst effected by any bad practice.
- iii) To encourage and share and develop good practice and local innovation.
- iii) To agree who will 'sign off' any assessment that has been carried out in relation to various pieces of work.

- iv) To be aware of, and familiar with, the processes, tools and resources for use in this strategy and to share knowledge of them around the churches/circuits/districts.
- v) To help the circuits/districts ensure that the mandatory EDI training is carried out by those in the appropriate roles, and to encourage a spirit of life-long learning about the diversity of human experience.
- vi) To monitor whether churches and circuits are living out this Strategy for Justice, Dignity and Solidarity and to offer support, or to find support, where it is needed.
- vii) To work with others within the circuits/districts to form networks or 'communities of practice' to encourage a breadth and depth of experience from which is learn across all the rich diversity of Methodist life.

#### DRAFT Person Specification for the role of EDI Officer

- i) Commitment to the aims and principles of the Conference 2021 Strategy for Justice, Dignity and Solidarity and to ability to advocate for this strategy.
- ii) Ability to uphold the Conference 2021 adoption of the God in Love Unites Us report and to relate positively to people who hold the different theological perspectives within it.
- iii) Awareness of self in relation to others and ability to have an open cultural conversation with someone of another culture.
- iv) Awareness of own limitations and biases, and willingness to continue to learn and to develop cultural literacy.
- v) The ability to identify when others are putting their own expectations onto people or are judgmental towards other people's sense of identity.
- vi) The ability to identify, and address, behaviours and practices that are exclusory and are barriers to sharing and accessing the gospel.

## Appendix B

### EDI Data Collection and Analysis Approach in support of the Methodist Church's JDS strategy

#### Summary:

In 2021 the Methodist Conference adopted the Justice, Dignity and Solidarity strategy, which set out the following aims:

- a. for the rich diversity of people within the Methodist Church to be recognised as a cause for thanksgiving, celebration and praise;
- b. to eradicate all discrimination and coercive control within the Methodist Church, and for all people to be treated justly and with dignity across the breadth of the Methodist Church;
- c. for a paradigm shift (a profound change) in the culture, practices and attitudes of the Methodist Church so that all Methodists are able to be full participants in the Church's life.

To achieve the above aims, a number of recommendations were presented, central to this paper is recommendation 6, which states:

"The following processes should be developed for measuring progress of the implementation of this strategy:

- a) The collection and use of EDI data to understand where we are starting from and to begin to measure progress

EDI data (for local church, circuit, district and connexional life) will be collected (beginning with connexional and district life) because without them we cannot properly measure or manage statistical progress. We also need data to help us establish where we need to improve our performance in order to be a church of Justice, Dignity and Solidarity. These data are crucial as a 'bench mark' against which to review what changes have been achieved and to check what changes are necessary. Collecting data will also be a tool for

conversations about why these measurements are important. This data collection is crucial in our commitment to this strategy.”

This paper explores how data may best serve the Church in understanding the issues of participation, representation, proportionality/disproportionality, bench marking and monitoring of progress against the JDS strategy. It also outlines the potential challenges and consequences of particular approaches to data collection and analysis, given the financial and human resource constraints facing the Church.

In this document three different types of data have been identified that have the potential to support the delivery and monitoring of the JDS strategy. It confirms what each type of data might offer to the broader JDS strategy aims, and summarises the gaps identified between what is currently collected/analysed and what might need to be if the questions related to that type of data are to be answered. Based on this analysis, it proposes priorities in terms of what further actions are needed if particular gaps are to be addressed.

#### Background on process and progress to date

To collect data that will support monitoring of progress in relation to the aims outlined in the JDS strategy approved by the Conference, the EDI data working group has:

- (i) Considered existing data collection approaches relating to EDI.
- (ii) Analysed these in terms of what they currently are able to contribute in relation to monitoring progress on achieving the EDI strategy aims.
- (iii) Considered what changes might enable EDI data collection and analysis to relate more directly to these aims, whilst also beginning to consider and highlight related GDPR and data protection dimensions associated with this that need addressing before beginning to collect additional non-anonymised data to safeguard sensitive personal data and ensure legal and regulatory compliance.
- (iv) Broadly sorted these possible changes based on the extent of initial and ongoing work that might be required to implement them, to highlight the implications for wider decision-making processes about which should now be prioritised and pursued to support the delivery of the JDS strategy most effectively.

The data working group has also developed an updated standardised data collection form for EDI-related characteristics, drawing particularly on Office for National Statistics work.

Types of data relating to EDI that have been identified within the Methodist Church and what these might tell us about progress towards JDS strategy aims.

Broadly, there are three types of data that have been identified as particularly significant by the data working group in relation to these recommendations:

1. Data associated with particular processes within the Methodist Church – Examples of related processes include the complaints process; the process by which people candidate for ordained ministry and as a local preacher. Data collection within this category typically offers the potential (when analysed appropriately) to make comparisons in terms of how those with different EDI characteristics fare within particular processes and systems in the Methodist Church. Examples of this type of data include:
  - a. comparing the composition of the groups of people who have expressed an interest in a particular ordained ministry with those that reach different stages of the candidating process for that ministry, and whether there are any significant differences in the proportions of those with particular characteristics who (for example) become ordained having started the candidating process, or who cease being available for stationing as an ordained minister.
  - b. Gathering basic data on the proportions of complaints that are related to discrimination on particular EDI-related grounds, and the relative rates of satisfaction of complainants in how these complaints are subsequently dealt with.

Data currently available in this category vary considerably (in quantity and relevance) depending on the process being considered. However, there is often an existing system in place to manage the process that could be adapted to include more systematic, standardised and focused collection of EDI data where appropriate, that could be linked to key indicators of progress in the JDS strategy.

2. Collective compositional data for those in particular positions of responsibility and leadership. Examples of the positions of responsibility and leadership might include the composition of those in ordained ministry as presbyters and deacons; those who are local preachers; those serving on particular Connexional and District committees making decisions within the Methodist Church governance structure. These data would enable the Methodist Church to see basic data on how homogenous or diverse those in particular roles and responsible positions are, on the basis of various EDI-related characteristics, when considered collectively. If aggregate figures of this composition are monitored over time, it would also enable the ‘direction of travel’ to be established in terms of whether those in these positions of leadership are becoming more or less diverse in terms of various characteristics over time.

3. Data to determine:
  - a. How representative those within particular positions are of the wider Methodist Church membership; and
  - b. How representative those within the Methodist Church membership (and wider attendance) are of the wider national population.

To be able to make any definitive statements about these aspects of representativeness, significant additional data on the composition of the wider Methodist Church would be needed that are not currently collected or available, and for which there are no viable systems currently in place to collect this data. Collecting this data would require new data collection systems and asking for data from a much wider group of people (including all Methodist members). It would require significant initial and ongoing work to collect and maintain associated systems, raising significant questions that include those associated with proportionality of collecting this data, creating secure systems for its collection and maintenance, and the level of resources that would be required to do this.

The group has also considered what steps might be prioritised to further improve the availability of EDI data that helps monitor progress in relation to key aims within the JDS strategy. So far, we have identified the following as potential routes forward to develop this data collection, depending on which the Methodist Church wishes to adopt and prioritise.

The data collection task-group is currently working with colleagues in the Connexional Team on what existing data are available that might support analysis of particular indicators of progress in relation to the EDI strategy, and where there are gaps which might require adapted or new systems to be developed. However, broadly speaking, our work-in-progress is identifying the following in relation to each of the above categories of data:

1. For the Category 1 (process) data, the availability of existing data in relation to EDI varies significantly between different processes, and there are often gaps. Initial reflections on key processes and opportunities associated with the introduction of new/modified processes indicate that there may be potential for relatively easy changes to enable EDI data to be captured more systematically and routinely within at least some of these processes.
  - Eg in the complaints process, by including a voluntary EDI characteristics form that complainants are asked to complete, and questions which establish whether EDI-related issues are part of the complaint being made. This makes it possible to establish whether particular groups are more likely to have complaints (indicating potential systematic issues in discrimination against them), parity of treatment, and their comparative confidence and satisfaction with how those particular complaints are handled by the complaints processes within the Methodist Church.
  - Eg developing existing systems to capture more comprehensively EDI data about those expressing interest in and entering candidating processes for ordained ministries, and subsequently becoming ordained (as well as reaching the various stages between). These data could help establish to what extent recruitment approaches are encouraging a diverse range of people to make initial applications to candidate for ministry, and to what extent there are different cumulative outcomes over time for those with particular EDI characteristics becoming ordained, etc. In some cases, there is some existing cumulative data, but potential to refine the way these are collected and analysed further to consider what indicators they contain in relation to desired outcomes in the EDI strategy.
2. For the Category 2 (collective compositional) data of those in positions of responsibility and leadership, most such roles have clear processes for recruitment and appointment, and clear expectations of contributing to the leadership of the Methodist Church. It is relatively easy to consider either
  - (a) adding collection of EDI data to the appointment process, and storing them on a confidential record with strictly limited access in the same way as HR records; or
  - (b) asking the whole committee to fill in an EDI form anonymously periodically linked to their involvement with that particular committee.

There are some roles where the collection and analysis of process-related and/or compositional EDI-related data might require a bit more development of existing systems. This could be to apply similar principles to those who are currently local preachers (and by extension to those applying for, becoming and continuing as local preachers), where existing national systems for data collection are less developed. There are various options for developing these systems, eg either asking voluntary EDI-related questions periodically using anonymous reporting, or using strictly confidential extensions of existing HR systems to voluntarily ask for and store this data for reporting only in aggregate form. Whilst collecting such data at connexional and district levels may be more feasible, collecting this data at circuit and local church level would be much more challenging, and in the first instance, only connexional and district data is likely to be feasible.



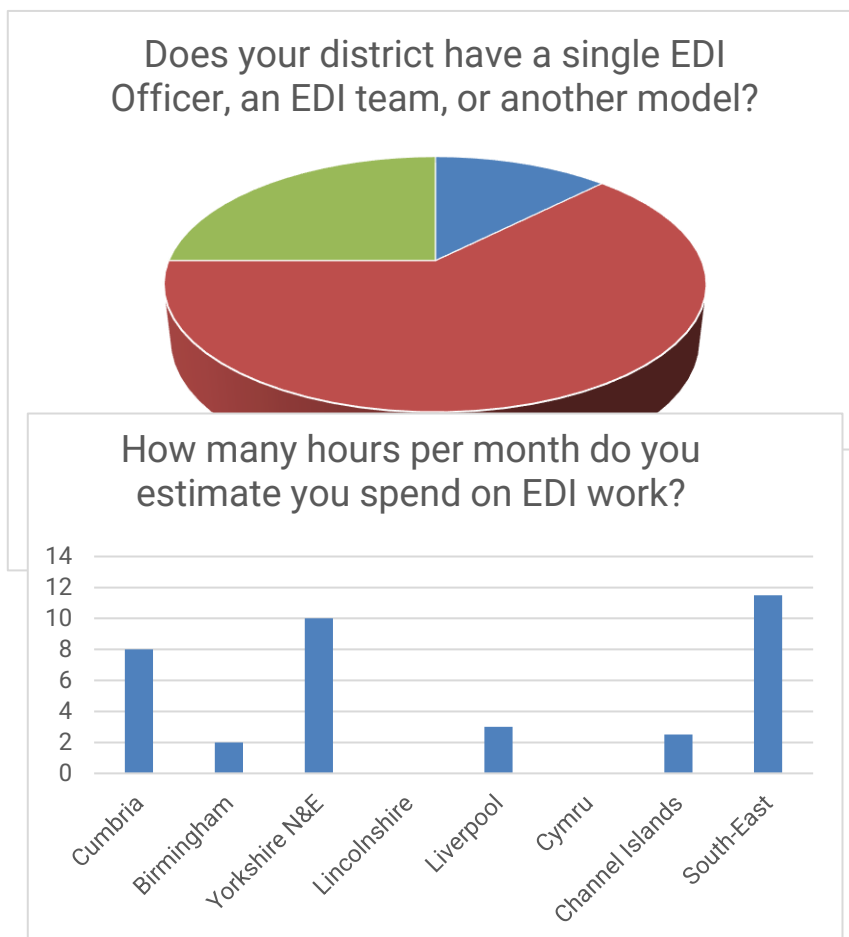
Category 3, concerning how representative particular groups within the Methodist Church are in relation to its wider membership and the wider national population, the hardest category of data to collect and be able to make definitive statements about is this data.

To be able to make any claims in this regard, completely new systems and research capacity would be required to gather significant quantities of new data on the membership and participation in the Methodist Church as a whole nationally, and to analyse it effectively. The working group have considered various options for doing this in a proportionate way whilst maintaining data security and GDPR principles, including options that might allow a representative sample of Methodist members to be asked to voluntarily complete an anonymous EDI data form not linked to their membership details. However doing this robustly would require a national database of Methodist members to sample from, which is itself a costly and challenging thing to establish with practical difficulties in getting basic members' contact details completed and maintained. There are potential ecclesiological considerations to be considered, but also potential benefits in terms of capacities to manage membership records and communicate effectively with members. There are alternatives, such as collecting anonymous EDI data for those involved in a representative stratified sample of congregations at a particular time, or linking this with the Statistics for Mission process for some selected congregations. However, these alternatives would face challenges in terms of response rates and participation, as well as capacity to manage and analyse the resulting data. It is not likely to be possible without significant further investment, development and commitment. The question in relation to this data is whether collecting it is proportionate to other potential uses of available resources in achieving the goals within the JDS strategy.

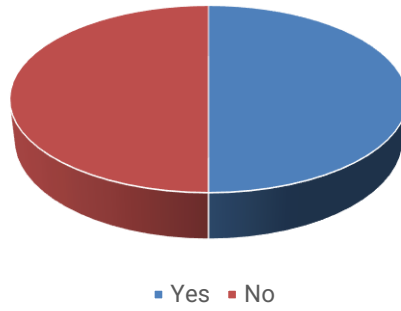
We welcome the reflections of the JDS Committee in relation to these findings so far, including on any available data that might contribute to any of the categories identified above, on the updated form for collecting EDI-related characteristics, and the priorities for pursuing at this stage.

We would also welcome any offers of time and expertise to support the task-group in the continuing work still required.

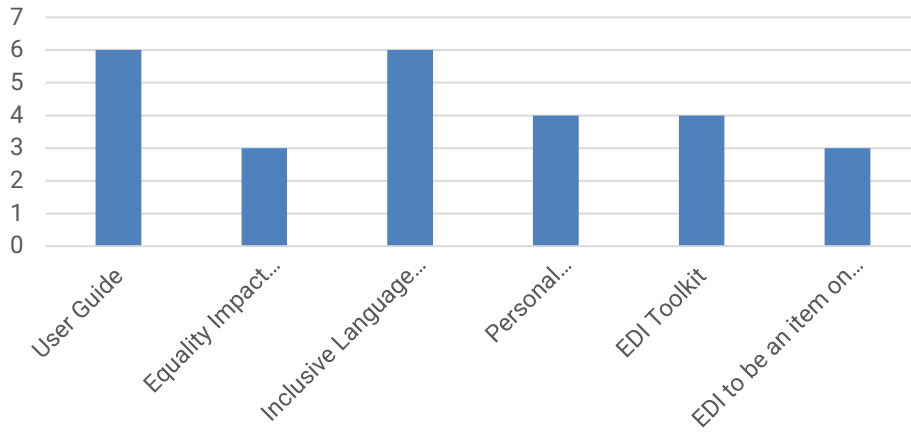
### Results of Survey of EDI Officers June/July 2022



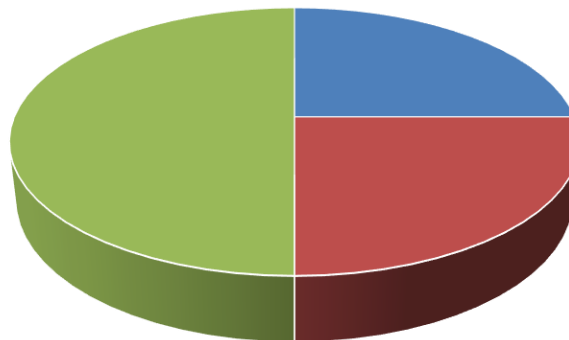
Does your district website tell people who to contact and how, in relation to EDI issues?



Have the following been shared across the District?

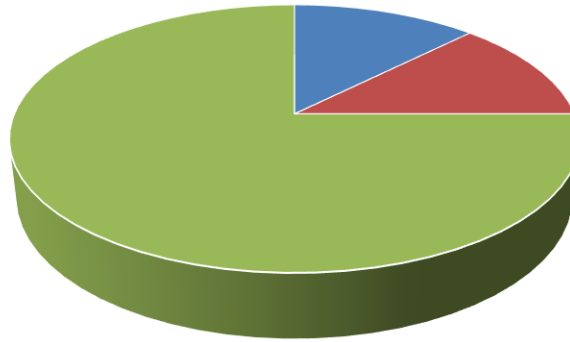


How much has your Synod done in relation to EDI issues and the Startegy for JDS?



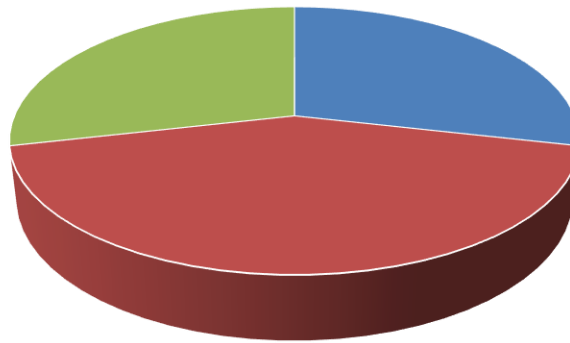
■ Nothing ■ A Slot / Presentation ■ Extended time / Sessions

Have any of your circuits appointed EDI Officers?



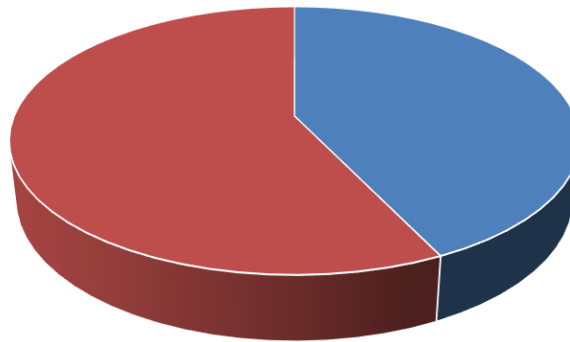
■ Each circuit ■ Two circuits ■ None

Has your District Superintendents' Gathering looked together at the Strategy for JDS?



■ Yes ■ No ■ On upcoming agenda

Have any other meetings, such as LPs and WLs, engaged with the Strategy for JDS?



■ Yes ■ No

Anything more about what has worked in your District:

- Learning Network initiatives (*Cumbria*)
- District safeguarding conferences with EDI theme (*Lincolnshire*)
- Planning a District JDS policy (*Channel Islands*)
- EDI calendar with monthly events (*South-East*)

Anything more about what would help with your work:

- Ask District Chairs to ask Superintendents to appoint circuit EDI Officers (*Liverpool*)
- Advice on Planning a District/Circuit JDS policy (*Channel Islands*)
- Legislation link on 'Resources' page of JDS section of website to be re-worded to identify that this law relates to Great Britain and other jurisdictions have their own discrimination legislation (*Channel Islands*)