

Report from the JDS Shadow Committee

MC/22/49

Date of meeting	2–4 April 2022
Contact name and details	<p>The Revd Charity Nzegwu, Co-Chair of the JDS Shadow Committee JDS@methodistchurch.org.uk</p> <p>The Revd Sam McBratney, Co-Chair of the JDS Shadow Committee JDS@methodistchurch.org.uk</p>
Action required	For decision.
Resolutions	<p>49/1. The Council receives the report.</p> <p>49/2. The Council notes the progress on the implementation of the Strategy for Justice, Dignity and Solidarity to date, and also notes the planned future work, as we aim to embed the strategy into the life of the Methodist Church</p> <p>49/3. The Council recommends that a service of repentance, re-commitment, thanksgiving and celebration be held at Conference 2022, with the same liturgy then offered to the Connexion for use locally, in districts and/or circuits, during the later part of 2022.</p> <p>49/4a. In the light of Recommendation 1 of the Strategy for Justice, Dignity and Solidarity (R1. “The Conference commits itself to systemic, structural and cultural change” p. 768) the Council agrees that any review groups it sets up will have representation from the JDS committee.</p> <p>49/4b. The Council notes the Equality Impact Assessment provided for the use of the Connexion and, in order to ensure good practice, will use this in relation to its own work</p> <p>49/5. The Council notes the plans for the pilot of the Discrimination and Abuse Response Service and requests that DARS team bring the findings of the pilot to the Autumn Council.</p> <p>49/6. The Council agrees the plans for Phase 1 of the mandatory EDI training as laid out by the Learning Network staff with responsibility for this recommendation of the Strategy for Justice, Dignity and Solidarity.</p> <p>49/7. The Council notes the potential EDI benefits of a connexional database of MCB membership and directs that a feasibility study include the Faith and Order Committee to explore the ecclesiological implications and the Strategy and Resources Committee and the Trustees for Methodist Church Purposes to consider the resource implications.</p> <p>49/8. The Council agrees the Terms of Reference and constitution for the JDS Committee and directs that the necessary Standing Orders be drafted and brought to the 2022 Conference.</p> <p>49/9. The Council notes that the important work on the issues around Reparations for the Trans-Atlantic Slavery is continuing, including assessment of the ways in which the Methodist Church has benefited from the enslavement of people.</p>

Summary of content

Subject of aims	<ul style="list-style-type: none"> • To inform the Council of the progress of the implementation of the Strategy for Justice, Dignity and Solidarity. • To provide a report for the Council to share with the Conference.
Main points	<ul style="list-style-type: none"> • Shows the progress of the implementation so far • Makes proposals to the Council for the further implementation of this work
Background context and relevant documents (with function)	<p>The Strategy for Justice, Dignity and Solidarity was accepted by Conference 2021. This strategy aims:</p> <ul style="list-style-type: none"> • for the rich diversity of people within the Methodist Church to be recognised as a cause for thanksgiving, celebration and praise; • 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; • 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.

Summary of impact

Standing Orders	<ul style="list-style-type: none"> • Change to SOs relating to the JDS Committee • Potential change to SOs in response to Notice of Motion 2021/119
Faith and Order	The proposal for a connexional database needs consideration of ecclesiological implications.
Financial	Budget figures for 2022/23 (£125,000) and for 2023/24 (£161,000) are implied by these proposals
Wider connexional	Work for the Learning Network in implementing Phase 1 of the mandatory EDI training as proposed under Resolution 49/6
Risk	Risks of significant harm if sensitive issues around EDI matters are handled badly, including the risk of GDPR breaches

Report from the Shadow Justice, Dignity and Solidarity Committee

MC/22/49

Implementation of the Strategy for Justice, Dignity, and Solidarity

- 1 Following the adoption of the Strategy for Justice, Dignity and Solidarity by Conference 2021, the JDS Shadow Committee adopted an implementation plan and task-and-finish groups were set up to further the work of each of the recommendations.
- 2 Throughout this report please refer to the Strategy for Justice, Dignity and Solidarity: [Conference 2021 Agenda Volume 3 \(methodist.org.uk\)](https://www.methodist.org.uk/conference-2021-agenda-volume-3)
- 3 Recommendation numbers and page numbers (from the Conference report) are provided below.
- 4 This report outlines the progress made so far and planned goals for the future

A. General Summary

- 5 Generally, the committee is pleased with the level of engagement in this first stage of implementing the Strategy. Many parts of the Connexional Team have begun to engage with the work of the Strategy and its implications for their own work (eg the Annual Safeguarding Conference is focusing on this theme, March 2022).
- 6 Work has begun on designing, piloting and (in some cases) launching many of the recommendations.
- 7 Data, by which to measure the progress of the strategy's implementation and embedding, will be crucial which is why we include, below, a proposal for a feasibility study for a new data collection system. Interpretation of the data already collected will be an early next step.
- 8 A review of progress to date will be undertaken during April – June 2022 in order to begin planning for the sustaining and embedding of the work beyond the post of the current Inclusive Church Implementation Officer (summer 2023).
- 9 Some circuits are beginning to appoint EDI Officers and some districts are also beginning to set money aside to pay for their district EDI Officer roles.
- 10 There has been a good level of conversation beginning across the Connexion, in conjunction with the Walking with Micah project and the Agents for Change work of the Children, Youth and Families team.
- 11 Various challenges for Council to be aware of include:
 - The challenge of helping people to see that this is a Gospel agenda from a Methodist perspective, and part of the Biblical mandate for social justice.
 - Keeping focused on the 'graciousness of God' while also putting 'mechanisms' in place to help achieve the strategy's aim of eradicating discrimination, and to ensure justice.
 - How to sustain this work in the longer term. This will require embedding into all that we do as the structural, cultural and systemic changes continue.

Update on the implementation of the Strategy for Justice, Dignity and Solidarity

- 12 The work of the JDS Shadow Committee in implementation of the strategy is shown in Appendix A below. The table shows the work done so far, in relation to each recommendation, and the work planned for the future as we aim to embed the strategy into the life of the Methodist Church. This is about the work of God in transforming the Church as we open ourselves up to learn more about God across our differences and that is hard to measure. We are also aware that this is a long-term piece of work. Structures and systems do not usually change overnight, although hearts and minds sometimes do.

- 13 We have provided this updated implementation plan for the Council and then highlighted pieces of work which need particularly noting, or require decisions from the Council, further on in the report.
- 14 It is to be noted that there has been a lot of work across the Connexional Team to implement the Strategy for Justice, Dignity and Solidarity. All parts of the Connexional Team have been asked to report summaries of what this work involves, so that this can be included in the 'Review' of the JDS work so far (to be conducted April – June 2022)

B. Service of repentance, re-commitment, thanksgiving and celebration

Background

- 15 Conference 2021 adopted the Strategy for Justice, Dignity and Solidarity, and also adopted the Notice of Motion which offered 'an unreserved apology to those current and former members and ministers who have suffered abuse and victimisation'

Proposal

- 16 That a Service of Repentance and Re-Commitment be held within one of the weekday worship services at Conference 2022 and that the same liturgy used could then be offered to the Connexion for use locally, in districts and/or circuits, during the later part of 2022. The President and Vice-President, and the Assistant Secretary have been involved in these conversations and are in agreement with the proposal.
- 17 This would be a public statement, from the whole Church, by being at the Conference, but would also offer opportunity for Methodists to hold local services for those who wanted to attend in person.
- 18 As well as offering an opportunity for repentance, this could also be an opportunity for thanksgiving, celebration and re-commitment. This would be a good context for collectively committing to the Strategy for Justice, Dignity and Solidarity, which is of such significance in living out our 'God for All' conviction.
- 19 It would also help the Conference to locate this work within worship, recognising that this work is a response of the discipleship to which we're called.

C. The Conference commits itself to systemic, structural and cultural change so that the following recommendations can be achieved. (Recommendation 1, p.768)

- 20 In adopting the Strategy for Justice, Dignity and Solidarity, Conference committed to "becoming a Church that prioritise justice and dignity for all and to standing in solidarity with those who have previously been excluded.
- 21 In order to help us all become more aware of the impact of our decisions and ways of working we have published the Equality Impact Assessment (Recommendation 6b in the Implementation plan). We ask that all Methodists, in churches and committees, use this together to help conversation, learning and to develop our ways of working to help more variety of people to participate fully.

D. Discrimination and Abuse Response Service (Recommendation 1, p.768)

Proposal

- 22 We have prioritised this as one of our early pilots as this service has the potential to help minimise harm through discrimination. Re-named the Discrimination and Abuse Response Service, this will be run as a pilot scheme from April – July 2022, but recognised as 'phase 1' of an anticipated roll-out across the Connexion. The pilot has been designed in partnership with the Safeguarding Team and with the Complaints Worker.
- 23 The DARS will include three roles: responder, pastoral supporter and accompanist.
 - i. Initial stage: Responder – administrative (to gather contact details and pass on the details

to...)

- ii. Second stage: Pastoral supporter – outside of the Connexional Team (listener who will pass on their details, if caller is in agreement, to...)
 - iii. Third stage: Accompanist - Connexional Team (who will support through the next stages of the process)
- 24** The DARS accompanists will be, for the period of the pilot: Bevan Powell (EDI Officer), Delyth Liddell (JDS Committee Rep), Jill Marsh (Inclusive Implementation Officer) and Kate Little (Safeguarding Team) with support from the admin team where necessary, while further exploration is made of what is needed, and plans are developed for the longer term staffing.
- 25** An app, created by the IT team, will record and track, the progress of each case. EDI data will be collected and, later, analysed anonymously.

E. Mandatory EDI Training (Recommendation 5a, p.773)

Proposal - EDI Mandatory Training: Foundation module

- 26** For whom will the module be mandatory?
- i. All Ministers (including Supers and District Chairs)
 - ii. Local Preachers
 - iii. Connexional Committee members
 - iv. Connexional Team members
 - v. Circuit and District Safeguarding Officers
 - vi. Circuit stewards and Church stewards
 - vii. Lay Workers:
 - a. Lay Pastoral Workers
 - b. Children, Youth and Family Workers
 - c. Pioneers
- 27** Mandatory training will have three aspects:
- i. Unconscious bias training #
 - ii. EDI Foundation Module
 - iii. Required discussion with supervisors (for ministers), line managers (for employees) or minister (for local preachers) to set ongoing individual learning aims, using the Personal Responsibility Commitment as a framework

This proposal represents a consolidation and stream-lining of earlier Council decisions about the groups who need to undertake Unconscious Bias training and will build upon the work already done.

Aims and Objectives

- 28** Aim: Affirm the Methodist understanding of EDI as being at the heart of the Gospel

Objectives:

- Understand that EDI is key to the gospel
- Know that the Methodist Church affirms that the gospel cannot be lived and shared without commitment to EDI by all

- 29** Aim: Knowledge of EDI

Objectives:

- Know the provisions of the Equality Act 2010 (for England and Wales) regarding Protected Characteristics and other equality legislation across the British Isles.
- Be able to recognise breaches of the Equality Act 2010 and other equality legislation
- Be able to apply the principles of EDI to any situation where people may be excluded from accessing the gospel or living a full life within the church

30 Aim: Self-awareness

Objectives:

- Be able to recognise how the carrying out of our roles can impact on others' experience of the gospel
- Be able to listen to others without judgement
- Recognise that we all need to continue to develop our understanding of EDI issues as part of our continuing professional development

31 Aim: Equipped for continuing EDI learning beyond the Foundation module

Objectives:

- Be able to continue personal EDI development through self-directed learning
- Know how to access professional training from external providers
- Be able to read, and learn from, professional training material from external sources, whilst remaining true to the gospel

32 Aim: Knowledge of JDS: a Methodist approach to EDI

Objectives:

- Know and understand the basic content of the Strategy for Justice, Dignity and Solidarity
- Know the tools for ensuring implementation of EDI included within the JDS strategy (including the Solidarity circles and the Discrimination and Abuse Response Service)
- Recognise the expectation that the JDS user guide is to be used across the Methodist Church in Britain
- Be able to use the Methodist Church Equality Impact Assessment

33 How will we evaluate the training?

- The pass rates of learners in online assessments
- Feedback from learners
- Attendance rates at sessions
- There will be a reduction of discrimination within the Methodist Church
- There will be a celebratory culture around difference within the Methodist Church

34 Additional requirements to meet the needs of those unable to access the training as described above:

- Those who do not have access to online, have emotional or mental reasons not to access online, or lack the skills to learn in this way
 - Either* in-person gathered sessions where all the material can be delivered person-to-person locally
 - Or* local group events to collectively run through the online training with a facilitator who is able to access it
- Those with disabilities and learning impairments that may limit access to the training

- a. Read aloud option for all text and questions, to enable access by blind learners
- b. Large font and pastel backgrounds, either as standard or as an option, to enable access by partially-sighted learners
- c. Subtitles and BSL on all videos, to enable access by deaf learners
- iii. A flyer with details of how to access training if the Theology-X is not accessible and how to access support with it if required
- iv. Need a conversation about a budget for accessibility, perhaps to supply devices or wi-fi to churches
- v. Mobile-friendly version of Theology-X

F. The Collection and Use of EDI data (Recommendation 6a, p.775)

Background

- 35 The Strategy for Justice, Dignity and Solidarity adopted by the Conference required the collecting and analysing EDI data (p775).
- 36 The task group looking at this recommendation has considered the data which we already collect and has begun to work with these data, whilst also beginning to consider key issues and gaps within existing record-keeping systems that might currently prevent or limit the above Conference recommendation from being fully achieved.
- 37 The Methodist Church is a membership organisation, with membership located in local churches. The proposal for a feasibility study recognises this principle, and does not seek to change it. At a practical and administrative level, though, the existence of multiple existing administrative systems for storing data about members without connexional co-ordination has considerable limitations, which include:
- (i) A lot of data are held in different places, frequently duplicated, sometimes not kept at all, and are difficult to keep up-to-date. There is therefore no practical means of learning from those data for pastoral, missional or statistical purposes. This situation also increases the likelihood that communications may not reach their intended recipients directly in a low-cost way via the latest updated contact details.
 - (ii) Because of the above, much of the data that are held are likely to be inaccurate, are not necessarily verified by the data subject on any regular basis, and are probably being held for longer than is necessary. All of this makes the church vulnerable in terms of compliance with GDPR principles.
 - (iii) The amount of duplication also means that a considerable amount of time, whether by volunteers, presbyters, deacons or employed staff at various levels, is being spent compiling and handling the same data many times.
 - (iv) The wide range of methods being used across the Connexion for holding these data are not compatible; these range from notebooks and index cards, to various computer methods (Word, Excel and Access all being cited), plus some off-the-shelf software packages. All of this can then cause an issue for the succeeding Presbyter in an appointment and those taking on new lay leadership roles, where they don't work that way/can't access the data, meaning the processing of the data must then begin again. It also injects additional risks that some data may be collected and stored using systems that are insufficiently secure from a data security perspective and/or are non-compliant with appropriate legislation.
 - (v) Whilst all of the above are significant issues in relation to any personal data, they are particularly important if/when any of the data that is being held may legally be considered to be sensitive 'special category' personal data. Additional safeguards are necessary and appropriate in relation to the collection and use of this data. If any such data at a membership level is to be collected and processed, as part of the Methodist Church's response to Recommendation 6 as reproduced above, then there would need to be a

legally-compliant system for doing this. Any such system would also:

- have to gain the confidence of those being asked (optionally) to share sensitive personal information about themselves.
 - allow the collection of aggregate data for EDI strategy purposes with members' explicit consent and permission (and build in minimum levels of aggregation to protect individuals when reporting this data);
 - need to have safeguards in place to prevent non-public information at an individual level being accessible or disclosed to others within or outside the Methodist Church, and for any other purpose.
- (vi) There are separate systems for collecting some equalities data for presbyters, deacons and connexional employees, which this proposal does not affect directly. In addition, some equalities data have already begun being collected for particular connexional committees. However, developing a system such as this for members could be complementary and enable a more complete picture to be more easily gathered (eg for the composition of committees that consist of deacons, presbyters, connexional employees and lay members).

Overview

- 38 The Faith and Order Committee is currently being consulted, but this proposal is intended as a practical administrative change (by providing the recommendation to use a shared system) and not an ecclesiological one.
- 39 The Conference report *Called to Love and Praise* (1999) tracks the development of the Methodist understanding of membership (Section IV) but reminds us that, "The connexional principle, as we have seen, has been intrinsic to Methodism since its origins." (4.6.1). This administrative change would not need to alter the reality of belonging primarily to a local society of the Methodist Church, nor would it change the reality that each local church is in connexion with one another. The report concludes that: "... the Methodist sense of 'belonging' at its best, derives from a consciousness that all Christians are related at all levels of the Church to each other." (4.6.4).
- 40 A single administrative membership database (with controlled levels of access to particular categories of data) could reduce the workload and duplication of effort across the Connexion; facilitate effective and efficient communications with members; and ensure security, legal compliance and ongoing compatibility as people move roles. This would enhance the ministry and mission of the whole Connexion, as well as helping the Conference to implement the Strategy for Justice, Dignity and Solidarity which is key to our work.

Data entry and updating

- 41 Individuals would be able to log in at any time to update their contact and equalities data for themselves. No one other than the individual data subjects would have access to their equalities data at an individual level, and this would be provided on a purely optional basis. Automated annual prompts would ask individuals to check and update their data as appropriate, with a brief supporting rationale about why they are being asked and encouraged to provide EDI data.
- 42 Those who do not access data online (a reducing number) could have basic contact details updated by deacons, presbyters or nominated lay role-holders, and could be sent an initial/periodic optional request to submit any updated more confidential details using a printed form with a computer identification number only on it. This form could be returned via pre-paid envelope to a specified address such as Methodist Church House for processing. The computer identifier number would then allow the database to link this to a member's record, but not require their name to be stated on the form.

Access to different categories of data

- 43 Clear notifications would need to be given to members at the point of entering their data about who would have access to what information and for what purpose. Prior to collecting any data, those likely to need to use and update the data would need to be consulted on the design of the system, to ensure it was user-friendly and supported them in carrying out their day-to-day tasks, whilst also protecting individuals' sensitive data. It is likely that the needs of differing users of the data could be

met by a limited number of groups of data-users, each with different permissions, such as:

- *Individual members:* These would have access to their own data, and be able to see their own information overall, as well as change it where necessary. To avoid the risk of data breach, sensitive data would not be visible on initial log in. Members will have access to their own data if they wish to update their information.
- *Deacons, Presbyters, Superintendent ministers and nominated lay employees/role holders:* These would have access to basic contact details for those in their Circuit, but *not* to any sensitive EDI data. They would have easy access to relevant lists such as those who are currently church secretaries, senior stewards, Local Preachers, etc.

44 Ideally, this would be provided in ways that supported them in typical everyday tasks, such as for example, to email easily all circuit meeting members or Local Preachers. They might also have permission to update when members join, leave, transfer or die, as well as whether any particular member has a specific role such as:

- Church Council Member for a particular church (which could facilitate sending out minutes, etc).
- Steward.
- Circuit Steward.
- Circuit Local Preacher Secretary
- Local Preacher (On Note/On Trial/Accredited). (Ideally, this might also be extended to give the Superintendent and the Local Preacher Secretary access to parts of the record, plus fields they might need; eg: date of accreditation, DBS due, Advanced Module last completed etc. It could also allow the Connexion to have easier access to basic contact and status data for all Local Preachers, without seeing individual sensitive equalities data.)

45 Chairs of District could see contact details for and update district role-holders, etc. (but again not see individuals' sensitive equalities data).

46 Those co-ordinating connexional committees would have access to contact details for those on those committees (but again, not see individuals' sensitive equalities data).

Aggregate Reporting of EDI Data

47 Anonymised aggregate data covering sensitive EDI categories, such as age, ethnicity, disability, etc. could then be drawn down by connexional staff for particular groups (eg connexional/district committees, Local Preachers, etc.) to pre-defined levels (eg within a particular District), with safeguards to prevent any particular individual being identified from the reports. These might, for example, limit reporting of data on a particular characteristic at that level if a particular characteristic (or combination of characteristics) had less than a minimum number of people within it.

48 This aggregate reporting would enable under-represented groups within particular structures and roles to be identified, and support wider identification of patterns and actions relevant to Recommendation 6 in the Strategy for Justice, Dignity and Solidarity.

49 A general overview of the whole church, aggregated, could be produced periodically to show changing trends, supporting related reports to Conference.

Opportunities, risks and benefits

50 Work has already begun on these and they would form a key part of the feasibility study.

G. Terms of Reference for the Justice, Dignity and Solidarity Committee

Role and Purpose

51 The JDS Committee is appointed to:

- a) give strategic direction, support, coordination and guidance to the Methodist Council in all

matters relating to equality, diversity and inclusion (EDI)

- b) maintain an overview of MC policies and procedures to ensure that JDS matters are addressed effectively
- c) oversee the ongoing development and implementation of all agreed recommendations from the Strategy for Justice, Dignity and Solidarity.
- d) ensure that the Methodist Council is made aware of and is responsive to emerging risks, challenges and opportunities in regard to the on-going implementation and further development of the strategy
- e) In response to NoM 2021/119 (shown below), the JDS Shadow Committee recommends that one of the Chairs fulfils the role of JDS Adviser/Secretary to the Conference in order that Conference's own work is effectively scrutinised and held accountable and to provide advice and expertise.

Notice of Motion 2021/119: Justice, Dignity and Solidarity Report

The Report argues clearly that the Strategy for Justice, Dignity and Solidarity will only be implemented fully and successfully if EDI Officers or Advocates are in place throughout the Connexion. It is also clear that this is vital work that will affect every aspect of our church's life and so the task is large.

It is concerning, therefore, that it is suggested that EDI officers may be volunteers or that current members of staff could be given extra responsibilities without fully ensuring that the individuals have appropriate awareness of the issues and can manage the work involved at the time of appointment. There is a real danger that individuals will quickly be overwhelmed, even with a network for people in the role. Whilst all of us are aware of the financial constraints we face, there is much truth in the saying that where we put our treasure, there our hearts shall surely be. Such a vital piece of justice work requires our full support and sufficient resourcing including, where necessary, the finance to pay for this work to be done if an appropriate person with capacity is not identified.

The report also recommends that EDI officers be appointed at all levels of the church's life. However, whilst mention is made of districts, circuits and local churches, there is no mention of the Conference itself. If local churches are to have confidence in the strategy, then the Conference must take the lead in ensuring it is held accountable in its own work.

The Conference therefore agrees:

- in order to ensure that its own work is effectively scrutinised and held accountable, to ensure that as the work is undertaken to determine the terms of reference for the new JDS Committee it contains proposals for a qualified person to act as a 'Secretary to the JDS Committee' who will advise the Conference on all matters pertaining to JDS. This role could be voluntary or incorporated into other roles. Appropriate resolutions should be contained in the report from the Council to the 2022 Conference;

- to amend Resolution 56/3 to read as below.

The Conference commends the Report to the Connexion and directs that the necessary resources be made available to ensure its recommendations are implemented appropriately, swiftly and fully.

Membership of Committee

52 The membership of the JDS Committee is made up of:

- 2 Co-Chairs: appointed by the Methodist Council through open recruitment
- 2 committee members: appointed by the Methodist Council
- Up to 8 members: appointed by the Methodist Council through open recruitment

These are volunteer roles.

The Committee is supported by Connexional Team administrative support team and by the EDI

Adviser.

The EDI Adviser and the Inclusive Church Implementation Officer will attend Committee meetings.

Committee Terms of Reference

53 The Committee shall:

- i. Provide a costed, coordinated plan and ongoing support, interpretation and direction to the implementers of the strategy, recognising that this is a high-level strategy report, prioritising, as necessary, and identifying any risks to successful implementation.
- ii. Provide regular reports to Council
- iii. Utilise the considerable knowledge and experience of volunteers from across the Connexion to ensure ongoing development and implementation of the JDS strategy. The Committee shall decide how best to coordinate and manage the contributions of volunteers, in providing advice and quality assurance.
- iv. Work together with anybody appointed by the Council to support in the implementation and ongoing development of the strategy.
- v. Provide information to the JDS Scrutiny Group appointed by Conference and respond to requests from them in order to help them fulfil their role of reporting to Conference.
- vi. Identify opportunities and challenges that maybe faced in implementing the recommendations and that might require additional implementation efforts at a Circuit or Connexional level.
- vii. Examine Church structures, systems and culture, identifying key areas for improvement.
- viii. Work together with the Connexional team to ensure early input into the development of major change programmes, strategies or policies, to enable full consideration of equality, diversity and inclusion matters and where appropriate facilitate embedding throughout development and implementation stages.
- ix. Support the Methodist Church in promoting and embedding of equality, diversity and inclusion in all aspects of Church life.
- x. Champion greater representation and participation of under-represented communities on Connexional, district, circuit and local committees.
- xi. Be collectively responsible for the implementation and ongoing development of the JDS Recommendations.
- xii. Review and evaluate all aspects of the JDS strategy.
- xiii. Recommend to the Council six people to be nominated to the Conference to represent EDI concerns (SO 102(1)).

Pattern of Meetings

- an annual residential to be arranged for all committee members, with dates decided well in advance
- meetings on Zoom/in person for the whole JDS Shadow Committee 6 times a year, additionally to co-ordinate with the Methodist Council
- CANDO (Chairs and Officers) meetings to be held regularly (initially fortnightly and then monthly)

Scrutiny and Transparency

- all recruitment to the Committee will be done by open recruitment through HR
- EDI data collection for this Committee will be done immediately and made public
- lists of names of who has taken part in the task (and finish) groups to be made available to the JDS Shadow Committee

Pastoral care and supervision

- a list of pastoral carers to be drawn up for all aspects of the JDS/EDI work (with safer recruitment practices)
- supervision to be offered to all those involved in the work of the committee

Accessibility

- translation to be offered
- meetings to be held on Zoom usually, enabling people from the whole Connexion to attend easily
- members of the committee (and all work associated with the strategy) to be asked to state their 'accessibility support needs' and for all reasonable adjustments to be made for them to participate fully

Signing off work items for the implementation of the Strategy for JDS

- Each committee meeting normally receives a report two weeks in advance including Resolutions for voting.
- Each resolution to be debated and amended if necessary but otherwise to be agreed by a vote of the Committee
- Some items of work to be referred to a 'sub-group' or delegated to particular committee members for decision if needed between meetings.
- When decisions are needed for 'sign-off' between meetings, and the vote is to be taken by email, the recommendation/proposal will be put to the committee members by email with a deadline for members to vote by return email. Once a positive majority is reached the recommendation will be taken as 'passed'.

J. Reparations for Transatlantic Slave Trade (M22, Conference 2021)

- 54 This working group has commissioned research and continues to work on behalf of the Council in order to bring a report and proposals for action.
- 55 We now expect the proposals to come to the Council during the connexional year 2022/23 and, thus to come to the 2023 Conference.

K. NoM 2021/111 Review of Stationing

- 56 The Conference further directs that work is done in consultation with the EDI Officer and JDS Shadow Committee on what "not tolerated" actually means in the [Stationing Committee] Report to the Conference and in the Code of Practice in terms of discrimination within the stationing process. [DR 8/4/12]
- 57 This piece of work has begun with the EDI Officer attending, and sending an interim response, to the Stationing Matching Group. The work will continue and will report to Council accordingly, ready for a report to the 2023 Conference.
- 58 Many of the other pieces of work outlined above are expected to begin to have an impact on the stationing process, along with all other aspects of Methodist ministry and mission.

*****RESOLUTIONS**

49/1. The Council receives the report.

49/2. The Council notes the progress on the implementation of the Strategy for Justice, Dignity and Solidarity to date, and also notes the planned future work, as we aim to embed the strategy

into the life of the Methodist Church

- 49/3. The Council recommends that a service of repentance, re-commitment, thanksgiving and celebration be held at Conference 2022, with the same liturgy then offered to the Connexion for use locally, in districts and/or circuits, during the later part of 2022.**
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- 49/5. The Council notes the plans for the pilot of the Discrimination and Abuse Response Service and requests that DARS team bring the findings of the pilot to the Autumn Council.**
- 49/6. The Council agrees the plans for Phase 1 of the mandatory EDI training as laid out by the Learning Network staff with responsibility for this recommendation of the Strategy for Justice, Dignity and Solidarity.**
- 49/7. The Council notes the potential EDI benefits of a connexional database of MCB membership and directs that a feasibility study include the Faith and Order Committee to explore the ecclesiological implications and the Strategy and Resources Committee and the Trustees for Methodist Church Purposes to consider the resource implications.**
- 49/8. The Council agrees the Terms of Reference and constitution for the JDS Committee and directs that the necessary Standing Orders be drafted and brought to the 2022 Conference.**
- 49/9. The Council notes that the important work on the issues around Reparations for the Trans-Atlantic Slavery is continuing, including assessment of the ways in which the Methodist Church has benefited from the enslavement of people.**

Appendix A: Implementation of the Strategy for Justice, Dignity and Solidarity, to date and planning ahead

	Piece of work	To date March 2022	Planning Ahead
	Resources		
	User Guide for the Strategy: for engagement across the Connexion	Published	Feb 2023 Measure its use
	Inclusive Language Guide (jointly with Publications Team)	Published	Feb 2023 (and then annually) Review and update
	Equality Impact Assessment (Recommendation 6b, for use by all Methodists, but especially in key reviews and policy-making)	Published	Feb 2023 Measure its use
	Personal Responsibility Commitment: to encourage an approach of life-long-learning about diversity across the Connexion (Recommendation 4b, see below)	Published	Feb 2023 Measure its use
R1	Reviewing of our systems and structures (p.768)	Equality Impact Assessment published so that every Methodist has a tool with which to review our EDI work	
		Bring to this Council resolution 49/4b	
			Summer 2022 forwards JDS (Shadow) Committee to review particular pieces of Methodist work and particular ways of working
R2a	Celebrations and Festivals (p.768)	Making EDI Officers aware of this aim as we come out of 'lockdown'	
		Resolution to this Council proposing a Conference service of repentance, re-commitment,	

		thanksgiving and celebration to be used across the Conference following Conference 2022	
			Autumn 2022 Resource to be produced with guidance and suggestions for how to engage with particular diverse communities
R2b	Affirmation Scheme (p.768)	BEH district identified as a pilot	Summer/Autumn 2022 Pilot in BEH district
R2c	Review of Language (p. 769)	Inclusive Language Guide published	
			2022 - 2023 Further training work including with Local Preachers and Worship Leaders
R2d	Narrative research project (p. 769) (with the Susanna Wesley Foundation)	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 Liaison with the Walking with Micah project	
			Summer 2022 (and into the future) First 'round' of this work Periodic 'temperature taking' in future years
R3a & 3b	Symposia and gatherings Partners for this work (p. 770) (with the Learning Network, Walking with Micah and Agents for Change)	Racial Justice event March 2022	
			2022 – 2023

			<p>Further events focusing on different areas of diversity</p> <p>Ongoing programmes of events which generate deep understanding of the processes of cultural change</p>
R4a	Discrimination and Abuse Response Service (p. 770)		
		Designing of the DARS	
			<p>April – July 2022</p> <p>Pilot of DARS in two districts</p> <p>July 2022 – July 2023</p> <p>Review and develop from the pilot, Possibly with further phases as the work develops</p> <p>Summer 2022</p> <p>Work with Complaints and Discipline and Safeguarding to consider how the systems may be developed to begin with 'one point of entry'</p> <p>July 2023 forward</p> <p>Roll out across the Connexion</p>
R4b	<p>Personal Responsibility Commitment (p. 771)</p> <p>This has become a 'voluntary' undertaking, alongside the mandatory training which we will encourage every Methodist to use.</p> <p>See Resolution 49/6</p>	<p>A simple commitment form published online, as an invitation to all Methodists to commit to taking responsibility for one action of learning, about an area of diversity where we may be currently ignorant</p>	
			<p>Summer 2022</p> <p>Encouragement for us all to use this PRC, through the district EDI Officers</p>

			Autumn 2022 Expectation that this will be used as part of the Mandatory EDI Foundation module
R4c	Tracking the rate of 'discrimination' (p. 771)	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)	
			Autumn 2022 forward 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
R4d	Critical Incident response system (p. 772)	This recommendation will be designed later during the implementation	
R4e	Truth and Reconciliation Process (p. 772)	A group has been formed for careful consideration of how to design this process	
			Autumn Council We aim to bring a proposal about a first phase of this work, focused on one area of Methodist life, as a 'worked exemplar' for further work
R4f	EDI support systems: Solidarity Circles (p. 772)	A Solidarity Circle for 'Living with Disability' has been formed as a prototype, and has been working for a year. We began with this one as there was no existing group around these issues. The Children, Youth and Families Team have been planning for a Solidarity Circle about 'Age'.	

		Planning groups have begun to meet for Solidarity Circles about 'LGBT+', 'Racial Justice', 'Transgender' and 'Women in Methodism' (which will probably later meet alongside, and then with other 'Gender' groups as they form)	
			Autumn 2022 Gradually begin the new Solidarity Circles Begin the formal processes of consultation with the established Solidarity Circles, for all other pieces of JDS work (as well as consulting with existing support groups which we do already) Consideration of other Solidarity Circles have been suggested, about 'Living with Theological Diversity' for example
R5a	Mandatory EDI training (p. 773)	Update of all the EDI toolkit training modules (see R6c below) Unconscious Bias training, including, now, on Theology X Design and writing of the EDI Foundation module See Resolution 49/6	
			Summer 2022 Planning and writing of new version of the EDI toolkit (see R6c) below Autumn 2022 Foundation EDI module available for use Planning for the Advanced EDI module
R5b	Positive Actions (p. 774)	Plan for Open Sessions about Recruitment Open Sessions for JDS Shadow Committee recruitment	

			<p>Spring 2022</p> <p>Open sessions for particular roles, which will then be used to help develop and produce a resource for 'How to run Open Sessions when recruiting for paid or voluntary roles'</p> <p>Connexional year 2022/23</p> <p>Session with district Lay Employment secretaries</p> <p>Resource with guidance for district Lay Employment secretaries to be made available</p>
R5c	Placements, mentoring and shadow-mentoring (p.774)	First conversations with many parts of the Connexional Team, to consider how best to approach this	
			<p>Autumn 2022</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>
R5d	A 'Guide' to Methodism	A draft of this has been drawn up in Plain English and is now being checked. This is being done as one of the Comms team 'campaigns'	
			<p>Summer 2022</p> <p>Aim to 'go live' with this online</p> <p>Autumn 2022</p> <p>Work with Publications to design how this can be made accessible for those who do not use the internet</p>
R6a	EDI data collection and monitoring (p. 775)	<p>Collection of all the existing Connexional EDI data</p> <p>Getting the data collection forms consistent across all the categories according to</p>	

		<p>the census (for clarity)</p> <p>System for collecting EDI data of ministers, in a secure fashion, ready to launch</p> <p>Resolution 49/7 proposal about a feasibility study for a connexional administrative membership database</p>	
			<p>Spring 2022</p> <p>Collection of anonymised ministers' EDI data (in GDPR-secure fashion, through the Cascade system for ministers' stipends</p> <p>Summer 2022 forwards</p> <p>Analysis and interpretation of existing data</p> <p>Autumn 2022</p> <p>Engaging with the relevant parts of the Connexional Team, and Connexional Committees</p> <p>about the data we have collected and analysed</p> <p>Autumn 2022</p> <p>Report to Council on the feasibility study for a Connexional administrative membership database</p>
R6b	Equality Impact Assessment (p. 775 and 781)	<p>EIA published (see above)</p> <p>For use by all Methodists (either formally or informally) as a 'usual practice' (like risk assessments) in all of our work</p>	
			<p>Feb 2023</p> <p>Measure its use and plan for further development of advertising/encouragement</p> <p>Revise EIA as appropriate</p>
R6c	EDI toolkit (p. 776)	All modules updated	

		New modules planned (see Resolution 49/6) for the EDI Foundation Module	
			<p>Summer 2022 forwards</p> <p>Plan and produce the modules for each version of the new modules</p> <p>September 2023</p> <p>All versions of the new modules on line for use.</p> <p>EDI Advanced module ready to launch</p>
R7	EDI Officers (p. 776)		
		<p>Establishment of district EDI Officers network</p> <p>Database of EDI Officers</p> <p>Two 'open sessions' about the role to encourage these appointments</p> <p>Regular gatherings of the EDI Officers for training and sharing of good practice (6 meetings a year)</p>	
			<p>Sept 2022 – August 2023</p> <p>Mandatory EDI Foundation Module (see R5a above)</p>
			<p>Sept 2022 – July 2023</p> <p>Encouragement of circuits to recruit circuit EDI Officers</p> <p>Support for the District EDI Officers as they support the circuit EDI Officers</p>
R8	Review of Faith and Order Work in the light of the Strategy (p. 777)	Annual F&O committee review of F&O work in the light of the JDS strategy (as expected for all committees, due to this being a strategy adopted by Conference).	
			Annual F&O committee review of F&O work

R9	JDS Shadow Committee (p. 777)	<p>Open recruitment for new Co-Chairs and members</p> <p>Adoption of Terms of Reference and 'Ways of working' (including volunteer agreements and risk assessments)</p> <p>Proposals for Terms of Reference for the JDS Committee (from Conference 2022)</p>	
			<p>Spring/Summer 2022</p> <p>Open sessions and more recruitment for a full number of members</p> <p>Post-Conference 2022</p> <p>New JDS Committee formed with the same Co-Chairs</p>
	JDS work across the Connexional Team	<p>A lot of members of the Connexional Team have been working to implement the Strategy for Justice, Dignity and Solidarity.</p> <p>All parts of the Connexional Team have been asked to report summaries of what this work involves, so that this can be included in the 'Review' of the JDS work so far (see below)</p>	
	Review of the work to-date and planning for the sustainability of the work beyond Conference 2023		This review will be carried out April – June 2022 and reported to the Autumn Council