

17. Racial Justice Conference Agenda 2004

A. TRAINING STRATEGY

SECTION I: BACKGROUND

1. The 2003 Conference, following discussion of Notice of Motion 45, asked the Committee for Racial Justice (CRJ) to draw up a plan for Racial Justice Training. The post of the Racial Justice Training Director was discontinued. The Racial Justice Office was given the responsibility to plan, manage and develop Racial Justice Training.
2. In line with the Connexional Development Plan Objectives, the new strategy for Racial Justice Training offered by the Racial Justice Office confirms the continued commitment of the Methodist Church to racial justice. This report outlines:
 - The new Racial Justice Training Strategy Structures and Responsibilities.
 - Methods of delivery of Racial Justice Training.

Summary

3. The aim of the Racial Justice Training is to prepare and guide participants to become more effective leaders and change agents in building an inclusive Church. The participants and facilitators will come from diverse backgrounds and will undergo an extensive and effective training process.
4. The Racial Justice Training will use ideas and concepts of naming and identifying racism as sin and finding strategies to combat it. These ideas and concepts will also target privilege, internalised racism and oppression, ideas of superiority and self-identity. The Racial Justice Office will give careful and deliberate attention to individuals, situations and the role and responsibility they have in systems of oppression.
5. The Racial Justice Office will also provide means to expand personal awareness of issues of oppression using experiential learning (interactive and collaborative learning). Participants will develop their change agent and leadership skills through role-play and constructive dialogue. The dialogue will take place in small and large groups and in the Church as a whole. Participants will be given the opportunity to reflect upon racism and how learning can be applied to situations in everyday life.

SECTION II: NEW FRAMEWORK OUTCOMES AND PARADIGM SHIFT

6. The expected outcomes of the new framework are to:
 - Develop new racial justice advocacy materials and training resources.
 - Train volunteers at local, District and ecumenical levels as racial justice facilitators.
 - Organise racial justice events in conjunction with local, District and ecumenical groups.
 - Include racial justice training as an integral part of the curriculum and outreach of Theological Colleges and connexional units and groups.
 - Ensure that racial justice training is included in initial training and continuing development of local preachers and ordained ministers as well as other office holders such as worship leaders, youth leaders and stewards.
 - Develop and establish a monitoring and evaluation process for racial justice in all connexional work.
7. This new paradigm shift:
 - Involves training trainers.
 - Is a personal responsibility.
 - Is a model of good practice.

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- Is not a stand-alone model.
- Is a process that is beneficial to the Methodist Church.
- Is cost effective to local congregations.
- Delivers the message of equality and justice that should permeate to people through preaching, teaching and local ministry.

SECTION III: CO-ORDINATED APPROACH

8. This section of the report aims to help the Conference understand:
 - (a) What is being required from everybody (see the Racial Justice Training Strategy structures and responsibilities diagram);
 - (b) What is to be done and how it can be done;
 - (c) Resources required for the tasks and where said resources will come from.

Critical Factors

9. In preparing participants to be effective leaders and change agents the Racial Justice Training will present a challenge both to individuals and to the Church as a whole. A common understanding of the issues related to racial inclusivity for our Church includes:
 - Awareness-raising and empowerment.
 - Implementation of the agreed Racial Justice Training goals and targets.
 - Recognition that institutional racism also exists in the Church.
 - Ongoing, positive leadership and commitment to racial justice.
 - Adequate support and resources for racial justice.
 - Effective monitoring and evaluation of racial justice throughout the Connexion.

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RACIAL JUSTICE TRAINING STRATEGY STRUCTURES AND RESPONSIBILITIES

① RACIAL JUSTICE OFFICE (RJO)

- Advice on racial justice, public issues and legislation.
- Advice to Connexional and ecumenical groups and committees.
- Developing racial justice training resources and advocacy materials and strategy.
- Co-ordinate and deliver training for facilitators/trainers
- Advocacy on good practice, monitoring systems and equal opportunities provisions.
- Networking with ecumenical and public bodies on racial justice and public issues.

Budget

Methodist Racial Justice Projects Fund (MRJPF)

② COMMITTEE FOR RACIAL JUSTICE (ADVISORY):

- Guide Church policy and priorities on racial justice and public issues.
- Advocacy and strategies for implementation of national and international legislation on racial justice and public issues.
- Develop new ways of working and identifying training needs and opportunities on racial justice.
- Facilitate the production of racial justice resources and training delivery.
- Mainstream racial justice into all Methodist Church training.
- Integrate Training Strategy & Resources Executive (TSRE) guidelines in racial training and delivery.
- Ensure racial justice training strategy is implemented locally and connexionally.

③ AD HOC CONSULTANTS

- Develop training materials
- Deliver racial justice training for facilitators/trainers
- Advice on legislation, policy and good practice.

④ RESOURCES CENTRES AND NETWORKS

- Racial Justice Training
- Theological Reflection on racial justice
- Theology of race and justice
- Diversity & Culture Programme

⑥ METHODIST ORGANISATIONS AND ECUMENICAL PARTNERS

- Consultations
- Collaborative work
- Integration of issues
- Advocacy

⑤ CO-ORDINATING SECRETARIES AND CONNEXIONAL STAFF

Integrate racial justice into:

- ◆ Equal Opportunities and Gender Justice
- ◆ Management/Organisational Issues
- ◆ Conference resolutions
- ◆ MAYC, Women's Network, Workers with Children and Training and Development Officers' (TDO) work
- ◆ Ecumenical and other links/ networks deliberations
- ◆ TSRE

⑦ LOCAL CONGREGATION AND INDIVIDUALS

- Develop good practice
- Initiate appropriate training and events
- Monitor racial justice issues and feedback to RJO
- Celebrate Racial Justice Sunday/events
- Sustain links with RJO

⑧ DISTRICT RACIAL JUSTICE SECRETARIES/ LOCAL FACILITATORS/ TRAINERS

- ❖ Advice and advocacy on racial justice
- ❖ Deliver local training in conjunction with TDOs.
- ❖ Advocate good practice
- ❖ Co-ordinate local initiatives on racial justice.

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The tasks and processes outlined above could be achieved through the suggested four phases below. These challenges are directed at individuals and church groups with support from the Racial Justice Office.

PHASE I:

10. Creating an inclusive community within the Methodist Church and in British society

- Educate the British Methodist Church and society on key and existing racial justice issues and on current efforts underway to address them.
- The CRJ should develop an operating structure that includes teams focused on planning and stakeholder engagement as well as partnerships and resource development.
- Communicate this approach broadly within the Methodist Church, in society as a whole and among ecumenical partners with the view of inviting their participation.

11. Defining the challenge and the opportunity more clearly

- Use the Racial Justice Policy Guidelines titled '*All God's People Must Challenge Racism*' (available from the Racial Justice Office) and share it within the Methodist Church and in society.

12. Establishing a shared vision, defining success and developing a plan

- Involve the Methodist Church and other agencies in developing a shared vision for the future.
- Develop a set of outcomes for racial justice work by which success will be measured.
- Identify goals, objectives, barriers/critical success factors and strategies.

PHASE II:

13. Recognising what is already happening and what else is needed

- Identify models of and best practice for racial justice and strategies for combating and eliminating racism.
- Assess how these may be best used in any situation.
- Identify major gaps or challenges to effectiveness.
- Refine proposed plan accordingly.

14. Identifying roles

- Develop proposed role(s) for local church and local community.
- Determine current capacity to implement and achieve goals identified.
- Develop and implement capacity building strategies based on need.
- Locate and secure resources (training, volunteers, and technology support) locally and then connexionally if need be.

PHASE III:

15. Learning and enhancing skills

- Based on your plan, identify and provide training for the local church and community.
- Provide "first response" training for staff within the local church to deal with emerging issues.

16. Asset and Capacity Building

- Maintain a central provision of literature, training tools, information that can be easily accessed by local congregations and other faith-based organisations.

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17. Resource Development and Budgeting

- Develop a local budget based on the agreed plan.
- Secure funding and in-kind support locally or connexionally.
- Recruit local people to lead racial justice work.

PHASE IV:

18. Calling on Potential Partners

- Engage possible partners such as Women's Network, Methodist Association of Youth Clubs (MAYC), and other young people's groups to support racial justice.
- Share with them the vision of an inclusive Church and the proposed plan.
- Understand their challenges and see how the Methodist Church and the faith community can promote racial justice more effectively.
- Secure a commitment from your local church to help recruit, develop and retain a committed team of racial justice advocates.

19. Measuring impact and communicating results

- Based on agreed outcomes, goals and objectives, establish milestones.
- Develop evaluation processes and tools.
- Establish a working relationship with the media, particularly those focused on the Methodist Church and the faith community, to discuss progress and identify issues/problems.

20. Celebrating success

- Create ways to recognise participants who achieve success.
- Develop ways to recognise and promote partners and organisations that support racial justice.
- Develop measures to document performance and achievements over time.
- Celebrate Racial Justice Sunday every year.

SECTION IV: OTHER TRAINING CONSIDERATIONS

Training Resources

21. The Racial Justice Office will keep a list of approved-trained facilitators. We acknowledge that individuals, participants and facilitators have a diverse range of skills, knowledge, experiences and needs, thus the training of local racial justice facilitators will aim to equip facilitators with knowledge of racial justice and with training skills appropriate for the facilitation of racial justice training.
 - (a) Churches, Circuits and Districts will be asked to send people to train as racial justice facilitators, e.g. volunteers/enthusiasts, District Racial Justice Secretary, Training and Development Officers, stewards etc.
 - (b) Facilitators will be expected to meet every two/three years for consultation, refresher courses and feedback on training
22. Training materials and resources to be used will be drawn from a wide range of sources and some will be available from the Racial Justice Office. The RJ Office will also offer advice on other useful resources. Two more new resources are being developed to increase the range of Racial Justice Training materials. These two should be ready by Autumn 2004. The production of training resources will be ongoing so as to meet needs. The materials will also be reviewed and updated regularly.

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Work Done So Far

23. The Racial Justice Office has organised two meetings with volunteers from the whole Connexion who want to lead and facilitate Racial Justice Training and workshops. The first meeting invited experienced and prospective racial justice facilitators/trainers to:
- share information on racial justice training;
 - encourage them to become facilitators; and
 - ask them to carry out some racial justice training.
24. The meeting shared insights into how Racial Justice Training can be done and how to promote awareness in Church and society and to effect positive changes in behaviour and attitude. The District Racial Justice Secretaries were encouraged to work closer together with the Racial Justice Office, to respond to racism and to implement the new Racial Justice Training Plan. The meeting wanted to encourage as many people as possible to volunteer as facilitators.
25. The second meeting was in May 2004. Invitations went out to District Racial Justice Secretaries; Training and Development Officers; Youth Leaders, Women's Network and members of the Committee for Racial Justice (CRJ) and the Methodist Racial Justice Projects Fund (MRJPF).
26. The meeting aimed to pilot a training model for facilitators. The participants were helped to acquire required skills or knowledge or both in order to be effective racial justice facilitators.
27. The Racial Justice Office has a Facilitators' Training Manual in print in addition to several other resources that will be recommended to prospective facilitators/trainers to help learning and enhance existing training knowledge or skills. However we need a proper way of accrediting facilitators. The facilitators will meet regularly to update their skills and knowledge and to share training insights and good practice.
28. In the connexional year 2003-04, Racial Justice Training activities accomplished by the Racial Justice Office included the following:
- Five Racial Justice Training workshops were delivered to Women's Network Groups (St Albans, Letchworth, Wolverhampton, Chislehurst and Bristol).
 - Four Racial Justice Training workshops in Leeds, Sheffield, Bristol and Birmingham Districts.
 - Two Black Empowerment Programmes for the Black Methodist Youth Conference (BMYC) in Birmingham and London.
 - Two Racial Justice Training workshops at Wesley College, Bristol and North Bank Centre, London.
 - Racial Justice Training workshop for twenty clergy of the London Baptist Association.
 - Two Racial Justice Training workshops in Scotland (June and September 2004).
29. **Resources Centres and Networks**
- Following the adoption of the *Faithful and Equal* Report by the Conference in 1987 it was agreed that all ministerial students for ordination should receive racial justice training as an essential part of their theological reflection. The practice of what is taught and the length of time spent on racial justice vary considerably from place to place. The CRJ recommends that racial justice training be more co-ordinated and made mandatory.
30. The Resources Centres and Networks must also provide a diverse range of practical placements for students as well as literature from different theologies and contexts. The Local Preachers' Office must be encouraged to develop a Racial Justice Unit within the Faith and Worship Course.

*****RESOLUTIONS**

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- 17/1.** The Conference adopts the Report and encourages the development of the Racial Justice Training Strategy.
- 17/2.** The Conference directs all Methodist congregations to display and apply the Racial Justice Guidelines.