

	8. Ecumenical Partners – including the Methodist Church and Baptist Union of Great Britain.
--	---

Summary of impact

Financial	None at this point.
External (eg ecumenical)	oup. Q qa 341.c W n4(t)2(ed i)e2 -0d926

2.3 The group met four times via Zoom, between December 2021 and March 2022. Discussion points included:

- a) Many URC members have no direct experience of being ‘the other’, or of being in a minority group.
- b) There is, therefore, a lack of understanding within the URC of the need for the anti-racism resolutions.
- c) That said, we are seeking to journey forward together as the *United Reformed Church*. There is no ‘them and us’; we are one.
- d) There is a need for a culture change in order for the URC to become a *truly* multicultural Church; a Church in which different cultures are not just present, but their presence makes a difference – to who we are and how we do things.
- e) There have been many good intentions concerning racial justice expressed by the URC over many years, yet it feels that very little has changed – and, in fact, some things have slipped. There is a need to remind the URC of our previous commitments, and to hold the URC accountable for continuing to honour those commitments.
- f) Racism absolutely does exist within our Body, as borne out by the experiences of many black and ethnic minority members of our Church. It is most often structural and unintended, although not always so.
- g) There is a need to help the whole Church to understand by communicating something of these testimonies without compounding the pain of those who have been hurt by asking them to keep retelling their experiences.
- h) Conversations are needed in every part of the URC – including local church, Synod, and General Assembly – to bring about the desired culture change. Specifically for the task group, there needs to be a shift in mindset regarding who and how the URC recruits to Assembly appointments.

3. Consultation

The task group consulted the following individuals, groups and resources:

Black URC members and ministers

John Bradbury – URC General Secretary

Jane Baird – URC Deputy General Secretary, Admin and Resources

URC Human Resources

Jenny Mills – URC Secretary for Education and Learning

Nicola Furley-Smith – URC Secretary for Ministries

URC Mission Committee

Ecumenical Partners – including the Methodist Church and Baptist Union of Great Britain

The Equality Act 2010 –

disadvantage specifically relating to any one of a number of protected characteristics, including race. Such action might include encouragement for such individuals to apply for management positions, or providing specific training to equip those individuals. Even so, the decision of who to select must be made on merit alone.

- 4.2 The exception to this is where a candidate who shares a protected characteristic is 'as qualified as' a candidate who does not share the characteristic. In this

ecumenical partners. The Affi2(n9 /Im034)831v4 Tw <vtA.9(cv4 Tw <o31v4n31v4 T)JTJ 0 Tc 0 Tw7.