

## The Parish of St Mary Magdalene, Yarm RACIAL JUSTICE POLICY

The following duties was agreed at the Parochial Church Council (PCC) meeting held on 26<sup>th</sup> June 2023.

The PCC has decided to adopt the York Diocesan Racial Justice Policy which is reproduced below

Racism is discrimination against a person or persons on the basis of their ethnicity. The PCC is committed to the principles and practice of racial justice, based upon the conviction that all human beings are made in the image of God.

We will encourage, promote and support

- Best practices for achieving racial justice practised and visible in all parts of the parish,
- Racial Justice in collaboration with one another and with other churches and organisations Leadership at all levels that is representative of all ethnic groups and cultures
- Racial justice education and training programmes for laity and clergy, especially for those newly ordained
- Projects and other activities that work against discrimination

We will work to

- Eliminate unlawful discrimination
- Overcome the denial of racial justice issues
- Promote equality of employment
- Promote good relations between people of different ethnic groups
- Encourage and monitor training in anti-racism and diversity for Diocesan and District employees, laity and clergy, especially those in continuing ministerial education Increase cultural awareness in congregations, ensure minority ethnic groups are not marginalised
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- Ensure minority ethnic groups are not marginalised
- Monitor and review this Policy and its operation annually

Chair:  .....

Date: 26th June 2023 .....