

Embracing change and promoting racial justice in all dioceses

AI Assisted

Our mission and commitment

As members of Christian community, particularly through the West Midlands Racial Justice Initiative (WMRJI), we are here to promote racial justice, eliminate racism, and create inclusive church spaces where everyone can thrive. It is helpful to remember what the Apostle Paul wrote in Galatians 3:28:

“There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.”

This verse reminds us that in God’s eyes, we are all equal. It encourages us to break down barriers and create a community where everyone feels valued and welcomed.

Understanding societal changes

Recognising the importance of this biblical truth, we must also address the significance of promoting racial justice in all communities, regardless of their current demographics. The notion that predominantly white areas do not need to engage in anti-racist practices is a misconception. Research has shown that every region has some degree of ethnic diversity, and developing anti-racist practices is crucial even in areas perceived to be ‘all-white.’

Why racial justice matters in mostly white areas

In his paper “White anti-racism: Is it really ‘no go’ in rural areas?” (1996), Mark Baldwin argues that denying the presence of racism simply because of a small number of ethnic minorities, is a flawed approach. Exploring the fallacy that anti-racist efforts are unnecessary in predominantly white areas, Baldwin argues that the perception of ‘all-white’ areas is often based on assumptions rather than reality. Even in regions with low ethnic minority populations, racism can be deeply entrenched and must be actively addressed.

Baldwin's research highlights the critical need for anti-racist practices in these areas, highlighting that ignorance and lack of exposure to diverse cultures can foster prejudice. This ignorance can make predominantly white communities more susceptible to racist attitudes and behaviours. Therefore, it is vital to develop anti-racist strategies that challenge these misconceptions and promote inclusivity.

A crucial insight from Baldwin's research is that the presence of racism should not be dismissed due to because people of colour are few. The 2021 Census data indicate that no area in the UK is completely devoid of ethnic diversity. Even areas with very low minority populations, such as parts of Lichfield, Worcester, Gloucester, and Hereford dioceses, still require anti-racist practices to ensure all those coming through our church doors are treated equitably and with respect.

Baldwin also stresses the importance of individuals in predominantly white institutions reflecting on their understanding of racism and engaging deeply with anti-racist principles. This self-reflection is crucial for developing effective practices that do not rely solely on the presence of UKME or GMH individuals to validate their necessity. Anti-racism must be a proactive and continuous effort, rooted in the commitment to social justice and equality.

In the context of the WMRJI, embracing these insights means actively promoting racial justice and inclusivity in Hereford, Gloucester, and other predominantly white areas. By doing so, we not only prepare for a more diverse future but also demonstrate the inclusive and loving spirit of Christ today. Change is inevitable, and by supporting racial justice now, we ensure our communities are welcoming and inclusive as they grow more diverse.

Taking the next steps

We invite advocates and allies in our dioceses to join us in this important work. By embracing racial justice, we align ourselves with the inclusive love of God and the positive changes in our society. Together, we can make our communities places where everyone feels valued and welcomed. If you want to get involved, please email us at hello@wmracialjustice.org.uk.