**DIVERSITY SUB-GROUP REPORT**

On 1 December 2022 the PCC approved Andy Shelton from the Staff team and Eben-Ezer Chinyati PCC representative to be the co-chairs of the subgroup and gave them the mandate to form the team. Currently the team contains of 4 individuals:

* Andy Shelton
* Eben-Ezer Chinyati
* Therese Senuri
* Chang Hui Chang

The intention was to have a maximum of 6 individuals in the group, but at present we continue with the 4.

We have had 2 subgroup meetings on the 8 of January and 19th of February with minutes provided to the PCC following these meetings. Our discussions in meetings mainly centred on Objectives/Priorities that we have set for the subgroup & church for 2023. Below will summarise what has been done so far and what’s outstanding as per the goals we set in our earlier meetings.

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| **Objective** | **Status** |
| Implementing a program to train and release people from diverse backgrounds into hosting Sunday Gatherings | Completed: training session ran on Wednesday April 19th to equip congregational hosts and to schedule them into upcoming services. Invitee's where 50% POC. |
| Release Black and Brown preachers through representation at each Talk-tastic | Completed – a Talk-tastic was done in march and there was representation from black/brown congregation. |
| Aim to include ethnic minority representation in Worship and production at each service | In-progress – work continues to encourage more POC to join worship & production/ |
| Reform the subgroup, adding PCC & Staff representation | Completed – Group now has PCC & staff representation. |
| Invite a non-white guest speaker to preach at church. | In-progress - During the planning of the Summer Term, we invited 4 guest speakers who were from minority ethnic backgrounds. None of them said that they were able to come during the summer. Some offered September to December dates, but no precise detailed dates were given. |
| Explicitly encourage applications to staff posts from non-white backgrounds | Completed – job applications now have wording to encourage diverse applicants. |
| Have a Sunday dedicated to celebrating the different cultures in our church | In progress - Date decided is June 25th and a discussion will take place in due course on implementing proposed ideas from sub group. |
| Host a lecture through St. Marks Academy on a topic related to racial diversity | Not started due to practicalities of funding requirements and a re-organisation of St Marks Academy staffing going forward (specifically how the academy is funding through the diocese and Jenny Irvine leaving). |

There is still room for the community to become more included in issues of social justice, diversity & equality. During the conversations to include more people from the church into the subgroup a theme around the Staff/Leadership not being fully involved in this case was brought up by some. This concern needs not be a reality this year as we intend to get a 100% completion on all the set goals for the year showing the buy-in from the church leadership and PCC’s commitment to ensure the community has a desire to represent the wider community it serves.