

Bath Abbey's Racial Diversity Statement

We believe, with the Apostle Paul (in whose name the Abbey is dedicated), that “all are one in Christ Jesus” (Galatians 3:28). Whatever our nationality, the colour of our skin or our status in society, every human being is essential to the other. Only together, treasuring our diversity, do we discover our true humanity.

We stand wholeheartedly with the Archbishops' Anti-Racism Taskforce in affirming that “we understand that racism is a sin”. There can be no justification for racial or any other social prejudice and we regret that we have not made sufficient progress towards eradicating inequalities, both perceived and real. We reject all forms of racism, injustice and inequality, and we will work with others in the city and the wider church, to tackle these. Our aim is to be not only “non-racist” (in a passive sense), but actively “anti-racist” in orientation.

Our Parochial Church Council will:

- Work with the UKME/GMH champion* of the Bath & Wells Diocese BAME to host a study-day (and refreshers as necessary) for members of the Abbey community to help us understand how we can promote and embrace racial diversity.
- Provide staff, volunteers and congregation members access to unconscious bias and racial awareness training provided by an external organisation with suitable expertise.
- Reformulate our recruitment processes to actively seek applications for staff and volunteer roles from those who would identify as being members of the UKME or GMH communities.
- Promote the policy on ‘Valuing Diversity and Dignity at Work’ in the staff handbook, at a staff team day, to help eradicate all forms of racism, whether overt or covert, individual or institutional.
- Continue to work with partners in the city* to explain (in interpretation and visitor steward resources) the legacy of the Transatlantic slave trade as seen in the Abbey's memorials, and promote the Abbey's commitment to racial diversity. This will include offering paid placements to people from diverse backgrounds to assist with archival research and interpretation.
- Host a preaching and teaching series for the congregation on racial diversity in to coincide with the study-day
- Review progress on the above in January 2023

May God who has given us the will to do this, give us also the strength to perform it. Amen.

* *UK Minority Ethnic/Global Majority Heritage*

** *Bath University, Bath Spa University and BEMSCA (Bath Ethnic Minority Senior Citizens Association)*