



Elders' Commitment to Racial Justice

September 2022

This is an ongoing commitment to racial justice, following the substantial delivery of the initial 'Elders' Action Plan' between February 2021 and September 2022.

This Commitment is the responsibility of the CLM Elders, to be held on-track by the Racial Justice Committee, meeting at minimum of three times/year.

The Commitment includes:

- The ongoing review of the initial Action Plan; to see if any elements can and should be developed further, and to schedule elements that need revisiting or repeating.
- The scheduling of regular profiling, in some way, of the ongoing issues of racial injustice – at least three times/year in main CLM Sunday settings.
- The regular (at least quarterly) directing in Sunday services for bespoke pastoral care for those dealing with trauma related to racism.
- The facilitating of a 'Standing Together: Workplace Forum', at least annually, for support and fellowship for those serving or seeking to serve in race-related EDI in their workplaces.
- The celebration of different cultures at CLM, including some kind of 'All Nations' celebration once a year, and the making of every effort to hold an annual Watchnight service.
- The delivery of annual 'diversity awareness' or 'cultural competency' training across all CLM ministry and serving teams at least every other year.
- The development of an appropriate 'monitoring and feedback cycle' to understand how people at CLM feel regarding inclusion and belonging and to inform further action.
- The ongoing review of representation at all levels of leadership, ministry and staffing to ensure there are healthy practices of selection and appointment and healthy representation of both CLM members and those we are seeking to reach within our locality.
- Senior Leadership seeking to share the CLM journey on racial justice in settings beyond CLM to provoke other churches and stakeholders to take appropriate action.