

Race awareness audit: A starting point

This audit aims to get people thinking about diversity within their churches. While it was written with racial diversity in mind, it can be useful to consider diversity more generally too.

It does not cover every question we could ask, but it is a starting point. As you go through it you may add your own questions, observations and thoughts.

It starts with a short reflection on our church and area before encouraging us to look at simple data about our area. Using this we then look in more detail of our church life.

*You may feel overwhelmed by how much there is to do, so there is a template at the end that invites you to think through what your next **few** steps might be.*

Personal reflection

How diverse is...

- My context?
- My friendships?
- My neighbourhood?

How diverse is our regular (and our occasional) congregation/our electoral roll?

Do you think our congregation/context reflects the demographic of our parish/local area?

Our local area

How diverse is our parish/area?

You may find these helpful to find out more about your area:

- [Church Urban fund](#): Their look up tool means you can search for your parish and see a summary of your parish. It shows the parish in relation to the diocese as well. (Note that ethnic diversity means anyone who isn't white British)
- [Constituency data](#): Shows data for ethnic background for each constituency based on the 2011 census. It is a decade old and your parish may cover multiple constituencies, but is a good starting point.
- [Church of England Parish map](#): Use the map to zoom into your parish and click on it. It will show census data (2011) and English indices of deprivation (2019) for the specific parish.

Go back to you answer for:

"Do you think our congregation/context reflects the demographic of our parish/local area?"

- Does my answer reflect the data?
- What are the disparities between our church and the parish we are in?
- Is there anything that has surprised me?

Our church or context

When we are gathered

Who is present in our church life? Who is absent? You might want to think about...

- After the service
- Small groups
- Social events

Whose stories are heard and listened to?

Who do we see in these roles? Who do we not see in these roles?

- At the front? (speaking, leading, sharing, worship band, choir etc)
- In people facing roles? (coffee, welcome, prayer etc)
- Behind the scenes? (sound, organising, cleaning etc)

Do we reflect diversity in our worship? You might want to think about...

- Images and artwork.
 - Both around the building and on our screens.
- People we quote in our sermons.
- People who appear in the videos you use.
- Depictions of Jesus, God, biblical characters.
- Issues and topics we cover.

What does this tell us about ourselves?

What does this say to other people?

Leadership

Who is involved and represented in decision making?

- Who are the voices you are listening to?
- Who is represented on your PCC (and other leadership groups)?

Who is upfront in a leadership role on a regular basis?

Who is missing?

Resources

Do our resources reflect diversity? You might want to think about....

- Clipart, photos, artwork.
- Toys, craft materials, children's books, Children's Bibles.
- Suggested or available podcasts, books, information.
- Your website.

What does this say to people who come into your building or visit your website?

Next Steps

This can be a helpful way to reflect and consider how we can move forward, especially when the task feels overwhelming.

What have you learnt?

Is there anything that has surprised you?

How do you feel about where you are?

Quick Wins: *These are things that you could start doing quickly, cheaply and with little 'effort'.*

Ideas:

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I think the biggest impact would come from....

....so I'll start this in the next week/month (date:)

Longer Term: *These will take some effort, investment and thinking to get going.*

Ideas:

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-
-
-

I will start by bringing these two ideas 1) 2)

To by (date:)

Dream Big: *These are things that you can't do alone and need people to invest in e.g. time, money, effort or a combination.*

Ideas:

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-
-

I think the one we should explore first is....

I'll start by talking to I'll do this by (date:)