**TERMS OF REFERENCE FOR LEICESTER DIOCESE RACIAL EQUITY UNIT:**

**Purpose:**

The Racial Equity Unit (REU) is a sub-committee of the Diocesan Forum for Ethnic Minority Anglicans (DFEMA). It exists to provide guidance and support to Leicester Diocese governing bodies’ ongoing work to improve racial equity in the Diocese’s mission and ministry. The REU will aim to act as a voice for ethnically minoritized and marginalised groups through ongoing engagement with UKME communities across Leicester Diocese as well as the various boards and committees. The REU will work to explore historic and contemporary, systemic and interpersonal racial discrimination, inequity and oppression that UKME Anglicans face within the life and structures of the Diocese of Leicester and beyond. However, the REU does not have sole responsibility to address the issues that it identifies. The broader ownership in resolving racial inequities rests with Leicester Diocese Governing bodies.

**Membership and quorum:**

Members of the REU will:

* Represent diversity of the communities served by Leicester Diocese;
* Have knowledge and understanding or previous experience in racial equity and/or anti-discrimination work or a strong commitment to learn and contribute to this work;
* Have an interest in racial equity work and its application to the mission and ministry of the Church of England;
* Recognize the impacts of systemic, intersectional and interpersonal racism on racialized populations;
* Be willing to engage in thoughtful constructive discussion and reflection about church ministry in Leicestershire and how racial equity practices best apply.
* Be an active and committed Christian

The membership of the Management Group shall comprise:

* The Chair of DFEMA (Chair)?
* A Representative of Bishop’s Council
* A Bishop’s Youth Council representative
* A Diocesan Synod representative (House of Clergy)
* A Diocesan Synod representative (House of Laity)
* Community representative
* Community representative
* Community representative
* Diocesan Racial Equity Officers(ex-officio)
* Public Policy Adviser (ex-officio?)
* BAME Mission and Ministry Enabler (ex-officio)
* BAME Project Administrator (Secretary)

As a body of volunteers, no formal quorum exists and members are expected to prioritise

attendance at meetings. Although in-person attendance is presumed, attendance may be

constituted by video as well as in-person participation.

**Selection and Term of Office**

A call for members will be circulated to the whole diocese. Interested members will be asked to submit a statement of interest. The Executive team of DFEMA will select Committee members who are best able to give voice for UKME Anglicans and help the REU to fulfil its purpose and responsibilities. Once the inaugural committee is formed, the Executive committee of DFEMA will solicit advice from the committee regarding new members who apply to join.

Committee members will serve two-year terms renewable three times. Diocesan Synod and Bishop’s Council representatives serve two two-year term, or a term that ends once the member is no longer a member of these bodies, whichever is shorter. Terms will be completed as of the Annual General Meeting each year. For those serving on the Committee from its initiation, the term will be deemed to start in the first semester of 2022.

In its inception, the Chair of DFEMA will act as the Chair of the REU before another member of the group can be identified to act as Chair of the REU. The REU members may recommend a member of the Unit to the Executive committee of DFEMA to serve as Chair of the REU. To foster accountability, it will make best efforts to select a sitting member of the Board as Chair unless the Board determines that appointing a different chair would best serve the purpose of the REU.

The term of office of the Chair is 3 years, renewable once. The term can be renewed a second time if there are no other eligible candidates. A Vice-Chair may be chosen as the Unit determines appropriate, and will be appointed by the REU. The term of office of the Vice-Chair is 2 years, renewable once. The term can be renewable a second time if there are no other eligible candidates

**Meetings:**

The REU shall meet twice a year, and at other times as needs arise. Work between meetings may be delegated to sub-groups, the composition of which shall be determined by the Chair in consultation with members of the REU.

Decision-making will be done by consensus where possible. Where this is not possible and a decision needs to be made, this will be done by majority vote. Quorum will be a simple majority of voting Committee members.

Agendas and papers shall be circulated to all members of the REU (and for reference purposes to non-members in attendance) one week before the meeting by

Secretary to the REU in consultation with the Chair.

Following approval by the Chair, draft minutes shall be circulated to the Group by the

Secretary within one week of the meeting.

**Reporting and review:**

The REU is a sub-committee of DFEMA and ultimately accountable to Bishop’s Council. The REU is advisory in nature and members are not responsible for implementing recommendations.

The Chair of the REU will provide a written and/or verbal report to Bishop’s Council and Diocesan Synod at least once per year about the key issues affecting the programme and the deliverables being achieved.

The Diocese of Leicester is committed to racial equity as an ongoing and central part of its mission and ministry. However, if, upon consultation with DFEMA, the diocesan governing bodies determine that there is no longer a need for the REU, or if there has been sufficient evidence to suggest that the REU is no longer productive, it can proceed to the dissolution of the REU.

**Responsibilities:**

1. Monitor the implementation of agreed key objectives of the DRES and report on progress annually to Bishop’s Council and Diocesan Synod;
2. Assist Leicester Diocese governing bodies and committees in incorporating racial equity into the diocesan strategic goals, objectives, priorities, policies and practices;
3. Advise Leicester Diocese governing bodies on interventions to help develop their perspectives on racial equity;
4. Review Diocesan processes, composition and governance, such as recruitment, election, and meeting processes, for inclusion and equity;
5. Carry out a Diocesan Racial equity audit every three years,
6. Keep abreast of broad trends and best practices related to anti-discrimination work and for combatting systemic oppression