

ST ALBANS DIOCESAN SYNOD**9 MARCH 2019****Ethnic Diversity in St Albans Diocese**
Briefing paper for Diocesan Synod***Why was this work done?***

The impetus came from Bishop Alan, in his presidential address in 2015. He expressed real concern about the lack of black and minority ethnic people in the synodical system and commented that collectively we must take action to put this right.

Who commissioned/oversaw this work?

The Diocese Committee for Minority Anglican Concerns - DiMEAC, (formerly the Diocesan Race Equality Committee). The purpose of this group is *'the inclusion representation and progression of BAME persons in all aspects of the life of the Diocese.*

How was the Data collected?

We have collected data from Parishes using the Archdeacon's Visitation enquiry 2017 to better understand the current ethnic makeup of our congregations.

Why collect data?

DiMEAC suspected that our congregations and diocesan structures were not representative of the diverse community in which we are placed. We sought to collect data to see if this narrative is confirmed. We hoped the data would help us understand the current ethnic makeup of our congregations, both to celebrate and affirm what is and to be challenged by what might be. Gaining these statistics is a crucial step on the journey of building a more diverse church.

Key facts and figures.

254 parishes responded which is roughly 75% of total parishes in the Diocese of St Albans.

	White	BAME
Ethnic Diversity in England from 2011 Census	85.4%	14.6%
Diocese of St Albans Census data (CUF 2011)	77%	23%
Diocese of St Albans Electoral Roll	94.6%	5.4%
Diocese of St Albans PCC	96.6%	3.4%
Diocese of St Albans Church Wardens	97.4%	2.6%

Questions for consideration/matters to address

Why is there less representation on our PCCs and in our structures? How could this be addressed?