

## Project Violet Requests for Change – R33

Short title	<b>Call for White Ministers to challenge racism in private and public</b>
Identifying number	R33
Request for action by	All White Ministers
Text of request	<p>Baptists are rightly proud that the Union has Black majority and intercultural churches and Black and Brown Ministers. However, their presence has not eliminated racist language and behaviour.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> <li>• All White Ministers notice when they are in a space where Black and Brown people are absent or are silent and ask why. This could be in person or online.</li> <li>• All White Ministers to challenge ‘banter’ or any other language or behaviour that undermines Black or Brown people. This is called being an ally rather than a bystander (Project Violet Podcast Season 1 Episode 5 explains these terms).</li> </ul> <p>Modelling leadership involves having difficult conversations and being willing to challenge both in public and in private. It does not involve speaking for Black and Brown people but rather ensuring they are heard in their own voice and can Minister in their own identity.</p>
Relevant co-researcher reports	<p>Understanding the financial barriers to training and accreditation for women whose calling is recognised</p> <p>Understanding the journey into ministry for Asian women</p> <p>A brief critical analysis of the Baptists Together equality and diversity training resource, ‘<i>I Am Because You Are</i>’</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p>
Relevant Theological Reflections	<p>Group 3</p> <p>Baptists Together Marks of Ministry - see <a href="File.aspx (baptist.org.uk)"><u>File.aspx (baptist.org.uk)</u></a></p>
Location on Requests Map	Ways of working - Moderation

Agreed at the Project Violet Co-researchers conference on 17 April 2024.