



Racial Justice Advocate (Volunteer Role)

Could your voice, experience, and gifts help the Church become more just, welcoming, and reflective of God's multi-ethnic kingdom?

The Diocese of York is inviting lay and ordained people of all ethnic backgrounds to serve as volunteer Racial Justice Advocates. We particularly welcome expressions of interest from UK Minoritised Ethnic/Global Majority Heritage (UKME/GMH) people, whose voices and leadership are underrepresented in the life of the Church.

You do not need to be a racial justice expert. We are looking for people who care about this work, are willing to learn with others and want to help turn the Church's commitment to racial justice into practical change.

About the Role

Racial Justice Advocates help parishes, deaneries and diocesan bodies grow as actively anti-racist communities of radical hospitality, belonging, and full participation. Working with the Racial Justice Education Adviser and others across the diocese, Advocates encourage learning, conversation, and action.

Each Advocate will bring different perspectives, gifts, and experience. No one will be expected to speak for communities other than their own, or to share personal experiences they would prefer to keep private.

Key Responsibilities

Your role may include:

- Sharing stories and insights that show why racial justice matters and celebrate the gifts of UKME/GMH people, with appropriate care and consent.
- Helping to create thoughtful opportunities for honest conversation, learning and action on racism and racial justice.
- Contributing at PCCs, chapters, deanery and diocesan synods, and other church gatherings.

- Encouraging intercultural and multilingual worship, radical hospitality, belonging, and full participation.
- Helping churches notice barriers that can prevent UKME/GMH people from participating and flourishing and encouraging constructive responses.
- Working collaboratively with other Advocates, the Racial Justice Education Adviser and the Racial Justice and Intercultural Ministry Task Group.

Who We're Looking For

This opportunity is open to lay and ordained people of all ethnic backgrounds who are part of the life of the Diocese of York. We particularly welcome UKME/GMH people, whose perspectives and leadership are underrepresented, as well as people who want to work as committed and thoughtful allies. You may be new to racial justice work or already bring experience.

We welcome lay and ordained applicants who:

- Are committed to racial justice and to helping churches become more inclusive and actively anti-racist.
- Are willing to listen, learn and share perspectives in ways that feel appropriate to them.
- Can build relationships and communicate sensitively in a range of church settings.
- Can work collaboratively across different cultures, traditions and points of view.
- Are willing to undertake induction, relevant training and the appropriate safer recruitment process.

Your strengths might include listening, building trust, praying, connecting with people, sharing stories, or speaking in meetings. If you are interested but unsure whether the role is for you, we would still be glad to hear from you.

Support and practical details

- This is a voluntary role, undertaken alongside your existing responsibilities.
- Induction and training will be provided.
- Advocates will be supported by the Racial Justice Education Adviser and the co-chairs of the diocesan Racial Justice and Intercultural Ministry Task Group.
- A small fund is being developed to support this work and reimburse expenses.
- The role is subject to the House of Bishops' Safer Recruitment and People Management Guidance.

Why become an Advocate?

You will help shape diocesan culture, support churches as they learn and change, and strengthen the visibility and full participation of UKME/GMH people in the life of the Church. You will be part of a shared commitment to help our churches live Christ's story as communities where people of every race and heritage can belong and flourish.

What to do next?

To find out more or express an interest, contact Gerald Fox, Racial Justice Education Adviser, at gerald.fox@yorkdiocese.org or 07709 021392.

Gerald normally works on Monday, Tuesday and Wednesday morning, and would be glad to talk through the role before you decide.