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VISION IN FOCUS



Introduction

This month we are looking at how we are embracing the Equality and Diversity branch of our diocesan vision and how we are committed to ‘welcoming all.’

Easy, right? We are all great at offering cups of tea!

But what does it really mean to welcome ‘all’?

In this edition, Archdeacon Stella Bailey considers the issue of ‘unconscious bias’. There is also the opportunity to help shape how the diocese moves forward and develops by joining the Disability Reference Group, and why not find out more about being ‘radically welcoming’?



The Equality and Diversity branch of our Diocesan Vision looks at different aspects of what this means...

- To live out our faith expressing God's love and welcome for all
- To reflect on those within our communities who are missing or excluded from our activities and commit to bringing about the change needed to engage with all
- To recognise the importance of equality and diversity in all spheres of church life and to mindfully consider the impact of our decision-making on accessibility and inclusion
- To celebrate the diversity within our church and community schools, and inspire and empower these to be places of sanctuary for all
- To develop a culture of openness and a willingness to learn from those who are different to us

Let's have a look at how this is being developed across the diocese...

Unconscious bias

The branch of Equality and Diversity has multiple off shoots, each with their own needs to be nurtured, if we are to become a diocese where all are truly welcome. Issues of age, gender, race, sexuality and disability (both physically and in terms of neurodiversity), feature in so many ways and are a constantly evolving element of church life as we create a space for God's church which reflects the nature of our being created in God's image.

Join The Ven Stella Bailey as she considers our deeper awareness of privileges and unconscious bias – the lens through which we see the world.



Launch of Disability Reference Group

To help advise on different aspects of diocese life, we are forming a disability reference group. Disability takes many forms, so to enable us to view our common life together in a holistic manner, we are seeking a diverse range of people.

Are you someone who has a lived experience of disability either -

- Through your own body
- Household experience
- Professional experience and knowledge

Are you able to recognise that your experience is one lens through which to understand disability and therefore able to become rooted into wider networks of advice and wisdom?

Are you a critical thinker who is able to articulate and express yourself in a way that enables others to see the barrier through the lens of disability? Do you have the skill to know what question to ask and who to ask that question too?

Would you be willing to give some of your time to help us grow as a diocese in our understanding of the church and disability so that we create spaces where people are welcome?

Email Archdeacon Stella to arrange an informal conversation at stellabailey@churchinwales.org.uk

#MoreThanWelcome



Radical Welcome
1st Sunday | March-June
6 pm
All Saints Cyncoed

Radical Welcome is a four session programme aimed at helping our churches begin to look at what it might mean to go beyond being inclusive – to be radically welcoming.



**EAST
CARDIFF
MINISTRY
AREA**

What does it look like to go beyond being inclusive – to be 'radically welcoming'?

East Cardiff Ministry Area is running four sessions (starting this Sunday 5th March) aimed at helping their churches begin to look at what this might mean.

Rev. Rosemary Hill SMMS, says: “We are launching an OpenTable community in the MA in the summer. OpenTable communities provide a gateway back into church communities for LGBTQIA+ people who have not always been treated well by their church communities or feel excluded from the church.

“We have decided to run the Radical Welcome course to help us think and reflect on what it means to be truly welcoming to those who until recently have sat on the margins of church in preparation for the launch of OpenTable in the Summer.”

The sessions are held the first Sunday in the month, and run from March-June. They will be held at All Saints, Cyncoed, 6pm.

More information about the course is available [here](#) and also lots of helpful resources on the wider issues of inclusion and diversity.

#MoreThanWelcome

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Diocese of Monmouth · Esgobaeth Mynwy

Diocesan Office, 64 Caerau Road, Newport, NP20 4HJ
01633 267490 · monmouth.churchinwales.org.uk

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