



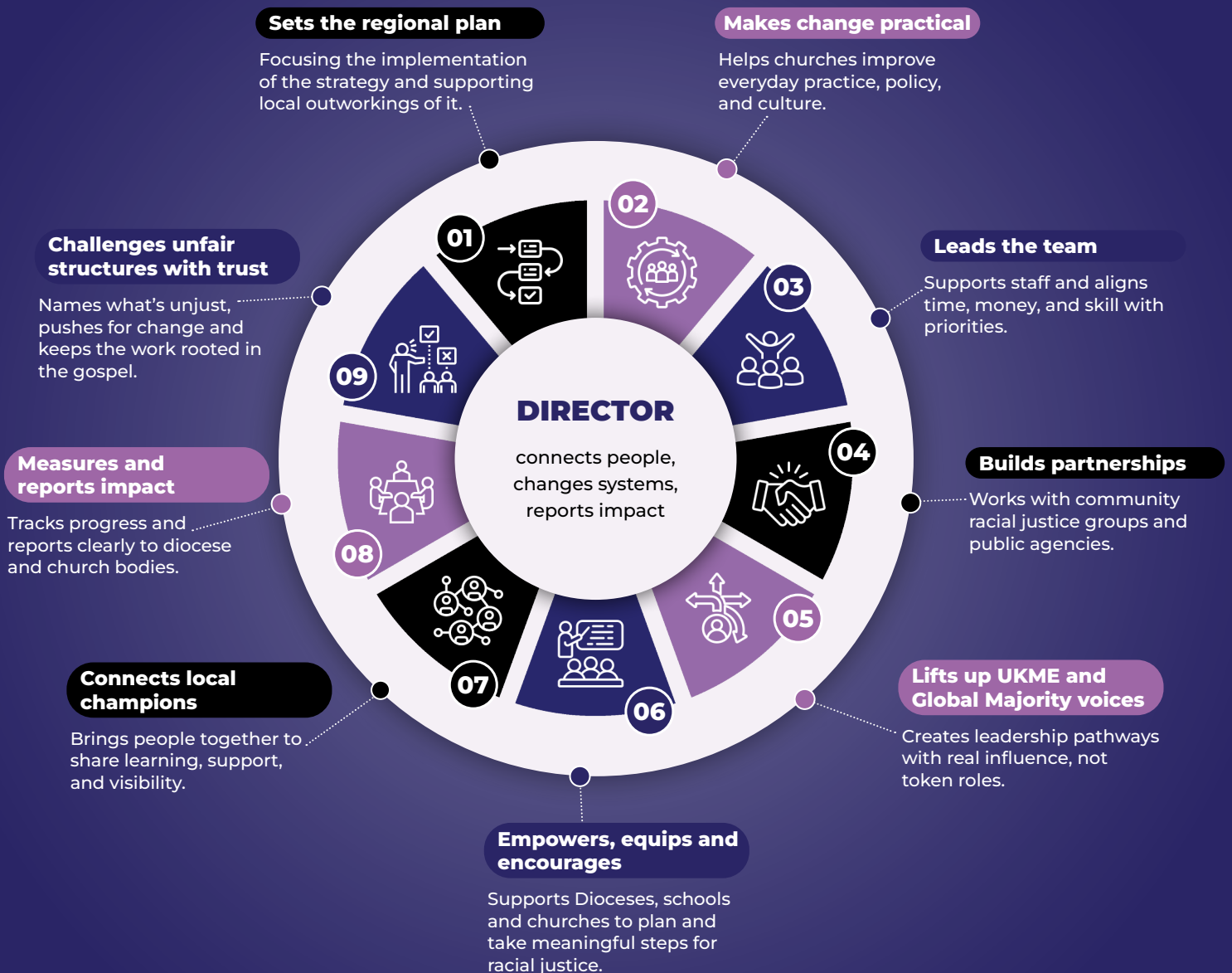
WEST MIDLANDS
RACIAL JUSTICE INITIATIVE

What does the WMRJI Director Do?

A simple guide for schools and parishes (West Midlands)

Sometimes people say “that isn’t fair” and stop there. The Director helps everyone move from noticing the problem to changing what happens day to day. That can mean how leaders are chosen, how decisions are made, whose voices are taken seriously, and what gets funded. It’s about turning good intentions into habits, policies, and actions that protect people and repair harm.

Imagine the West Midlands as one big neighbourhood made up of many churches, schools, and communities. The Director is like a bridge builder who listens carefully, brings people together, and helps everyone agree on a clear plan for fairness. They work with the Board and the dioceses to keep the work focused, kind, brave, and real, even when conversations feel hard.



This role is rooted in the gospel, so it’s about truth telling and love in action. The Director convenes honest dialogue, challenges unfair structures with courage, and still builds trust so people don’t get left behind. They measure progress and report it clearly, because accountability matters. The goal is a Church where dignity is normal, belonging is shared, and justice is practiced, not just preached.

The Director doesn’t do this alone. They lead the team working alongside community racial justice groups and public services, because real change needs partnership, not a closed room. They also make sure UKME and Global Majority Christians aren’t only asked to “share stories”, they’re supported into leadership where decisions happen. That’s how the Church starts to look and act more like the community it serves.