INFORMATION FOR POTENTIAL NEW MEMBERS IN 2027

NAME OF GROUP:
Equality, Diversity and Inclusion Group
[As a group of the Assembly Trustees, the members otherwise than by office will be appointed in accordance with a system approved by the Assembly Trustees and the Nomination Committee]

CONVENER:	Rev Mandy Ralph
VICE-CONVENER:	Jennifer MacDonald
SECRETARY:	Mirella Yandoli

REMIT:
The Equality, Diversity and Inclusion (EDI) Group of the Assembly Trustees is established to offer guidance, resources and signposting on EDI issues in all areas of the life of the Church. The aim is for all members, adherents, staff, volunteers and those engaged in Ministries to be and feel valued and welcomed.

The remit of the group is as follows:

- Provide advice, guidance, and constructive challenge to a wide range of Church bodies;
- Support inclusive policy and strategy development through shared expertise;
- Promote deeper awareness of EDI issues and encourage theological and cultural reflection;
- Serve as a resource and sounding board for EDI-related initiatives;
- Offer regular thematic insights to the Assembly Trustees to inform broader Church understanding.

SKILLS AND EXPERIENCE SOUGHT AT THIS TIME:
The skills audit conducted in June 2026 identified that the Group has strong experience in governance, facilitation, theology, public speaking, and document review. However, there are several areas where additional skills and expertise would strengthen the group's capacity and representation.

Priority skills sought include:

- **Race and ethnicity expertise**, particularly experience of anti-racism, racial justice, intercultural engagement, and the lived experiences of minority ethnic communities, as this was the least represented area within the audit.
- **Broader EDI knowledge and lived experience**, including disability inclusion, neurodiversity, socio-economic inclusion, gender equality, LGBTQI+ inclusion, and accessibility, to increase the depth and breadth of perspectives available to the committee.
- **Communications and engagement skills**, especially social media, digital communications, graphic design, and accessible content creation, to support public engagement and the promotion of the committee's work.
- **Administrative and project coordination skills**, as no members identified administrative support experience, creating a potential gap in meeting organisation and follow-through of actions.
- **Research, evaluation and impact measurement skills**, to strengthen evidence-based decision-making, project evaluation, and policy development.

EXPECTATIONS OF MEMBERS:

Members are expected to contribute to a positive, welcoming and collaborative environment that reflects the values of equality, diversity and inclusion. The group is committed to working with kindness, respect and openness, recognising that members bring different experiences, perspectives and areas of expertise. Everyone should have the opportunity to contribute, and discussion should take place without judgement, with a willingness to listen, learn and engage constructively with differing views.

To support effective participation, members should:

- Attend meetings regularly and engage actively in discussions and agreed actions.
- Read papers and agendas in advance, which will be circulated in good time where possible.
- Help create an environment where every voice is heard, respected and valued.
- Respect agreed meeting processes, including keeping to time and using appropriate meeting etiquette for online participation.
- Support the group's commitment to accessibility by considering the needs of others and providing feedback on inclusive practice and accessible materials.
- Engage respectfully with matters of faith, identity, lived experience and difference, maintaining appropriate confidentiality where required.
- Share responsibility for the work of the group, including contributing to consultations, reviewing documents, participating in short-term task groups, and acting as advocates for equality, diversity and inclusion within the wider Church.
- Participate in the spiritual life of the group, including shared reflection and prayer where appropriate.

Prospective members should be willing to work collaboratively, approach issues with curiosity and humility, and contribute their skills, experience and perspectives to support the group's purpose and priorities.

MEMBERSHIP AND ANTICIPATED VACANCIES:

The Group currently comprises:

- A Convener (appointed for a four-year, non-renewable term) and a Vice-Convener (appointed for a three-year, non-renewable term)
- Nine further members approved by the Assembly Trustees, appointed to serve a three-year term, renewable for three years
- A Secretary, who may be a member of staff
- One Assembly Trustee, with the option of a second, by virtue of office
- Such further members of staff as may be appropriate and approved by the EDI Group

It is anticipated that there will be vacancies for a Convener and three members to be filled with a start date of June 2027.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

Meetings shall be held five times per year. Meetings will be held both virtually and in person. Limited travel will be required.

DETAILS OF SUB-COMMITTEES/GROUPS:

There are no current working groups.

FURTHER DETAILS:

- Find further information about the work of the EDI Group on The Church of Scotland website: https://www.churchofscotland.org.uk/about-us/equality-diversity-and-inclusion-group
- Established by the General Assembly of 2021
- Scottish and UK law places obligations on all organisations and individuals through statutes such as the Equalities Act of 2010, which protects minority groups against discrimination and harassment.
- The General Assembly of 2020 reaffirmed that racism is a sin, declared that black lives matter, and initiated a wide-ranging consultation on the experiences of ethnic minorities within the Church of Scotland and the legacy of slavery.