**Justice**

Justice is more than just the avoidance of discrimination. We are called to treat everyone equitably. This requires us to be reflective and intentional in ensuring everyone is taken into consideration. Justice is just about **what** we do, it is about **how** we do it. So the focus is on process.

“What does the Lord require of you but to do justice and to love kindness and to walk humbly with your God?”

Micah 6:8

*Example:*

*A church runs a pantomime every year. In deciding the upcoming pantomime for next year, they recognised that in recent years a lot of the roles for women had been quite stereotypical. So they intentionally picked their next script to have interesting, leading roles for women. They could have picked the same show simply because they liked the songs. It was the process of reflection that was important, not just the final choice.*

*Example:*

*A church has a very diverse congregation in terms of ethnicity. They run a food hub and provide cultural food that is not available locally at affordable prices. Following a community audit, they realised that they were not catering to a significant group in their community who were not represented in their congregation. So they started providing translations into those languages in the food pantry and engaging with the community as to what food items they would like, so that no groups were excluded from the church’s outreach just because they weren’t represented in the church’s congregation.*

**Self-assessment checklist**

* **Have you completed a community audit?1**
* **Have you completed an Equality Impact Assessment for the work of your church community?2**
* **Have you implemented any changes from the audit or assessment process?**
* **Have you publicised your audit and assessment process, so that what you do is perceived by others as just?**
* **Do you work for justice in wider society? For example, working for justice for refugees by becoming a Church of Sanctuary?3**

Want to know more?

* 1The Methodist Church has published an example of a community audit process as part of the mission-planning resource “Our Church’s Future Story”: [our-church-s-future-story.pdf (methodist.org.uk)](https://www.methodist.org.uk/media/24970/our-church-s-future-story.pdf)
* 2The Methodist Church has published an Equality Impact Assessment to be used at all levels of the church: [Equality Impact Assessment (methodist.org.uk)](https://www.methodist.org.uk/about-us/the-methodist-church/the-inclusive-methodist-church/resources-events-and-support/resources/equality-impact-assessment/)
* 3The Methodist Church has published information on becoming a Church of Sanctuary: [Church of Sanctuary (methodist.org.uk)](https://www.methodist.org.uk/our-work/our-work-in-britain/social-justice/church-of-sanctuary/)