

Ways to Increase Inclusiveness

Call

Call on people by name

Team – up

Committees & Ministries should demonstrate team work

Express

Let people express themselves in their own way

Mix

Mix it up. Mix up people on various committees

Praise

Praise people for their efforts

Comfort

Create a comfortable environment for all to participate

Remove

Remove obstacles to participation

Zip-it

Be still and let others speak

Silence

Silence negativity

Move

Sit next to someone you don't know

Get to Know

Get to know one another

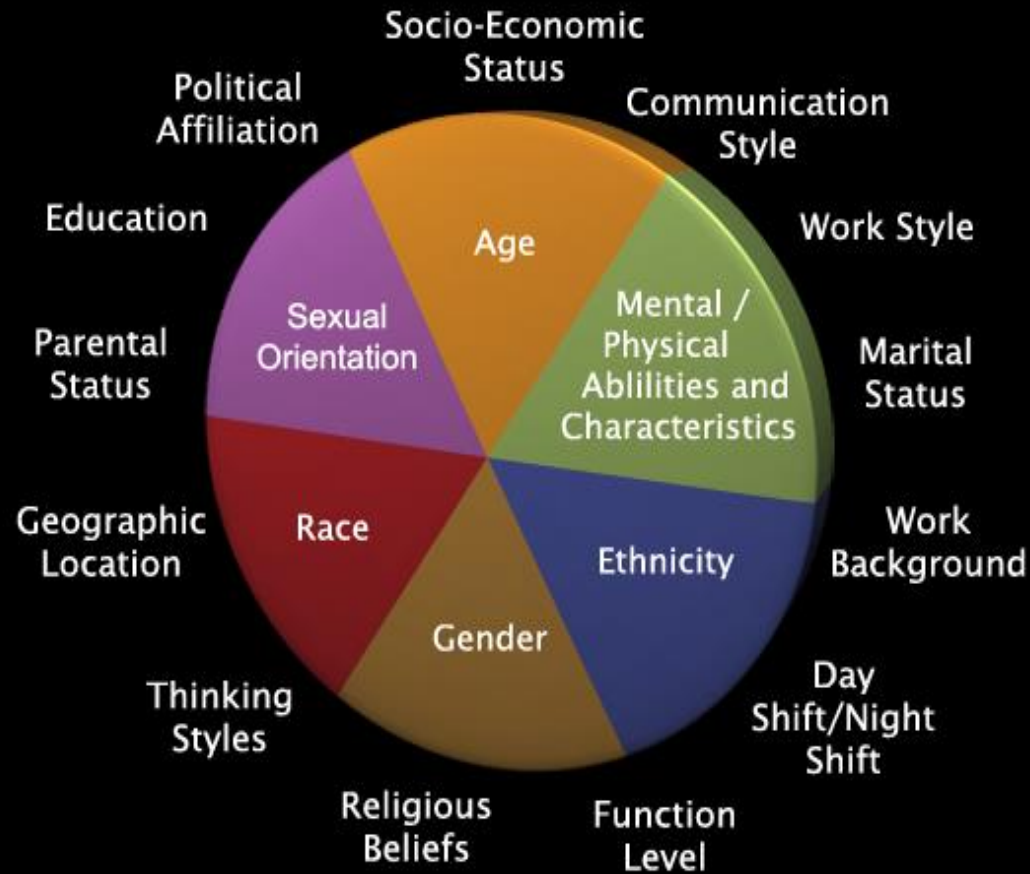
Assist

Help out where/when you can

CHURCH DIVERSITY & INCLUSION CHECK LIST

- We welcome and embrace all who enter.
- All members of the congregation with appropriate skills and interests have the opportunity to share their gifts in the church's ministries and committees as members and/or leaders.
- Everyone is welcome to work in positions that fit their gifts without limiting them to the stereotypical roles. For example, men can staff the kitchen; women can manage and count the money.
- We respond to the needs of our members by providing child care (Sunday school) and accessible facilities.
- We host opportunities on a regular basis for socializing, networking, worship, mission work and celebration with persons from a variety of backgrounds and experiences.
- We participate in community-building opportunities. For example working on a community project together.
- We advocate for the dignity and rights of all persons in the community.
- We support and/or participate mission trips to/in another country.
- We welcome and embrace women and men as pastors and guest speakers regardless of their ethnicity, culture and gender. Women are not invited solely to speak on Mother's Day, but at other times as well.
- Our leaders strive to demonstrate by words and actions that they regard all persons equally.
- Our leaders and the congregation receive training on diversity and inclusion on a regular basis.
- We acknowledge the reality that sexual abuse, racial/gender harassment can happen, even in the church. Therefore, we welcome resources and education about sexual abuse and develop effective policies and procedures to help the church prevent and address sexual misconduct.
- Our leaders receive physiological health and safety training to help address present day issues.
- Our church leaders know and teach that the congregation is connected to the larger church body (AUBA).
- As a congregation, we strive to be an inclusive church and community and recognize that we all have a part to play in the growth of the church and it's not only the work of a few persons.

Dimensions of Diversity



Diversity and Inclusion Definitions

DIVERSITY

A range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs. *(Ferris State University)*

Any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion. But it's more than this. We all bring with us diverse perspectives, work experiences, life styles and cultures. As a source and driver of innovation, diversity is a "big idea" in business and in society. *(RBC)*

INCLUSION

Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. Eg. An inclusive university promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members. *(Ferris State University)*

Inclusion is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential. Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce. *(RBC)*

**In simple terms, diversity is being invited to the party;
inclusion is being asked to dance.**