

DIVERSITY, EQUITY, AND INCLUSION

April 15, 2024

Inclusion

The Board, Minister(s), and staff must express at all times the Congregation’s commitment to the intention that the Congregation be a fair, respectful, inclusive, supportive, antiracist and open space that provides a safe, positive and productive environment where everyone feels that they are valued. This value extends to all without regard to race, color, age, ability, disability, religion-of-origin, sex, marital status, sexual orientation, gender identity and expression, national origin or ancestry, economic status, union membership, or political affiliation or other differentiating circumstances.

Equity

The Board, Minister(s), and staff must seek to conduct all Congregation business in a manner in keeping with the Congregation’s Mission, Covenant, Principles, and Values.

Diversity education

The Minister(s) and staff, with the support of the Anti-Racism Coalition (ARC), must foster a supportive environment for learning, conversation and institutional change on issues of **multicultural competence, diversity, inclusion and equity**. Our Minister(s) and staff, as well as the leaders of ARC, must serve as resources, organize congregational learning and faith formation opportunities, and develop and work to achieve specific goals in the areas listed above.

Children

The Minister(s) and staff must encourage, to the greatest extent possible, the participation of families with children by welcoming them at Congregation sponsored events.

Accessibility

We welcome and affirm people of all abilities. The Board, Minister, and staff must advocate for those who need accommodations to participate fully in the life of our Congregation by including concrete steps in our strategic plans. These accommodations will benefit, but are not limited to, homebound, hearing impaired, visually impaired, mobility impaired, and children and adults with disabilities.

Adoption of the Policy

This policy by vote of the board is hereby adopted.

_____ by Marilyn Huff
[Name of Congregation] Board President

and Abby Houston
Board Vice President

Dated this 15 day of April, 2024.