

# EQUITY, DIVERSITY, AND INCLUSION

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BEING OPEN TO THE NEEDS OF THE NEWCOMER



# 神事

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<https://www.youtube.com/watch?v=FBxgm5VfOYQ>



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What does that video have to do with equity, diversity, and inclusion?

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# Turns out, quite a lot!

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- No sound or captions = little understanding of what was going on.
- Including sound + captions = a better understanding of what was going on.

# However, it still might have been:

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- confusing
- uncomfortable
- unfamiliar
- unclear

Imagine if you were unable to hear or see what was going on...

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Sometimes, newcomers to our church  
face that very situation...

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# Considerations

- sight

- 2SILGBTQ+

- hearing

- differently abled

- cognitive

- language

- mobility

- scents

- neurodiversity

- allergies

- age-appropriateness

- other

- culture

# How?

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# Ways in Which You Can Help

- Use technology  
(PowerPoint, a sound system, etc.)

Be aware of colour-blindness, size of font, quality of sound, busyness of slides

- Sight/hearing

Do you rely on people being able to see and/or hear?

- Cognitive	Language choices, explaining actions, use of repetition
- Lighting	Brighter lights for people with cognitive issues during times of movement
- Neurodiversity	A quiet space



**- Mobility**

Clear aisles, avoid possible tripping hazards, offer seating that is appropriate for limited mobility

**- Allergies**

Scent-free place  
Food offerings without allergens, as possible

**- Age-appropriateness**

Consider all ages

- Race	Language, honouring everyone's gifts
- Culture	Include other cultures represented in the pews
- 2SILGBTQ+	Expansive language, referring to God in many ways
- Language	Reflect a bilingual church
- Differently abled	Willing to adapt as required



Add to this list! It is by no means  
exhaustive!

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# Questions?

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