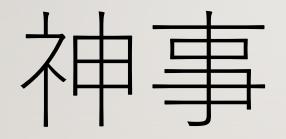
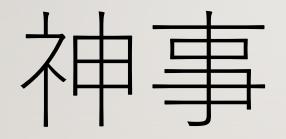
EQUITY, DIVERSITY, AND INCLUSION

BEING OPEN TO THE NEEDS OF THE NEWCOMER



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



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

Turns out, quite a lot!

- 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:

- confusing
- uncomfortable
- unfamiliar
- unclear

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

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

Considerations

- sight - 2SILGBTQ+

- hearing - differently abled

- cognitive - language

- mobility - scents

- neurodiversity - allergies

- age-appropriateness - other

- culture

How?

Ways in Which You Can Help

- Use technology system, etc.)

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

- Sight/hearing

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

Language choices, explaining - Cognitive actions, use of repetition Brighter lights for people - Lighting 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

 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 	- Race	Language, honouring everyone's gifts
to God in many ways - Language Reflect a bilingual church	- Culture	
	- 2SILGBTQ+	
- Differently abled Willing to adapt as required	- Language	Reflect a bilingual church
	- Differently abled	Willing to adapt as required

Abril .

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

Questions?