



# Transgender Inclusion & Affirmation

## Questions to consider

Inclusion and affirmation of people of diverse gender identities and expressions takes intentional work on the part of communities of faith. This list of questions is meant to guide dialogue and engagement around deepening a congregation's inclusion and affirmation of transgender people and those who don't conform to societal norms and expectations around gender—one step at a time.

It's important to remember that change can be challenging and may take time. Widening the circle of inclusion and creating space for another person's experiences and needs can be uncomfortable at first, yet dedication to the vision of a community where all are able to bring their full selves is a powerful ministry with transformative potential for all.

- Have you taken **intentional steps in the last 5 years** to increase understanding and welcome around transgender identity and gender diversity?
- Are transgender people **explicitly welcomed** in places like your website, orders of service, and other printed materials?
- Do you have at least one **gender neutral bathroom**?
- Are **rituals** and other elements of **worship/services** fully accessible to people of all identities and gendered experiences?
- Are **gender-specific groups and events** explicitly trans-inclusive?
- Do you have a nondiscrimination policy inclusive of **“gender identity or expression”**?
- Do your **policies and procedures** take gender diversity into account, e.g., forms, Safe Congregation policy, etc.?
- Is your **religious education** for all ages inclusive of issues related to gender diversity?
- Are your **greeters and/or membership leaders** trained in multicultural welcome and reducing unconscious bias?
- Do you have **inclusive language guidelines** for leaders and speakers that offers best practices around trans- and gender-related issues?
- Is your minister trained to provide **pastoral care** to transgender people and family members, and/or is there trusted referral information on hand?
- Do you participate as a congregation in **social justice or service** impacting transgender populations? Are your LGBTQ social justice efforts **“T”-inclusive**?
- Do you affirm **transgender issues and history** during the congregational year, e.g., honoring Transgender Day of Remembrance?
- Do you provide **main worship space and ministerial services** for transgender people, e.g., offering gender affirming ceremonies?