

Fostering Equity, Diversity and Belonging

This guide helps Westminster people in fostering greater equity, diversity and belonging in the life of their faith community. *It is okay to not be perfect!* It is our hope that you remember that this is a gradual growth, so we invite members to trust the process and not let overwhelm prevent us from making a start!

1. Ask what people need, don't assume. Often times a conversation is a good place to start!
2. Who is not at the table? Do all members have similar perspectives or life experiences? If so, how can we extend broader invitation?
3. Is there an opportunity to create norms/covenant within a group that will be meeting regularly?
4. What is the committee's bias? What biases might you hold? What assumptions are we making about the knowledge that people have? ie Truth & Reconciliation – does everyone have the same understanding of terms such as TRC?
5. How can we invite feedback explicitly, casually, and often? Foster an attitude of open-mindedness. ie repeat a message when requested, openness to expand learning and knowledge
6. Can everyone access the meeting/worship/activity materials? If not, how can it be made accessible? Ie some people are not comfortable using google docs, or some may need a braille agenda or screen reader friendly online materials
7. Ensure wide passageways within rooms, washrooms, exits are accessible and kept clear
8. If food is being served, what dietary needs might we encounter and how can we prepare for those?
9. Are there any financial barriers to participation?
10. Can all members access transportation to the meeting/event? If not, what options might be extended?

This is not an exhaustive list, but an invitation to consider how we at Westminster can continue to prioritize thinking about how we can foster EDB actions and principles in our community life.