

## Document Audit

Gather together all official documents created by your committee or group. Also, gather together your most recent advertisements (email, posters, GraceNotes). Now consider these questions:

Q. Sexual identity. Do any documents use language that assumes all readers/participants are heterosexual?

*(For example, a marriage brochure that refers only to opposite-sex weddings.)*

Q. Gender identity. Do any documents use language that assumes a "binary" approach to gender?

*(For example, a marriage brochure that refers only to people as either male or female.)*

Please begin a discussion as a committee/group about how documents can be revised to be affirming and inclusive.

Please describe specific examples of exclusive or problem wording in your documents.

Please describe specific examples of changes to documents you plan to make to become affirming.

## Program Audit

Consider all the programs (events, services, activities) organized/sponsored by your committee or group. Now consider this question:

Q. Inclusivity. How can your programs be designed to publicly and intentionally include people of all sexual orientations and gender identities?

*(For example, wedding liturgies include wording that acknowledges that marriage is not limited to opposite-sex.)*

Please begin a discussion as a committee/group about how programs can be revised to be affirming and inclusive.

Please describe specific examples of program changes you are considering.

## Committee/Group Assessment Tool

Grace United Church

Grace United Church is participating in a discernment process to become an Affirming congregation. Affirming congregations publicly and intentionally commit to justice, care, and support for LGBT people in the congregation and community.

A step towards becoming affirming is to conduct a self-study of our ministries at Grace. The self-study identifies organizational barriers to being inclusive of the LGBT community.

The Affirming Committee (a sub-committee of Congregational Care and Growth) invites all the committees and groups within Grace United Church to consider the questions below. We ask that you set aside about 30 minutes of time at an upcoming meeting to discuss answers to the questions and possible action responses.

Please note your responses below (or attach a separate page as needed) and return the assessment tool to the main office (or email to [office@graceucsarnia.com](mailto:office@graceucsarnia.com)).

We appreciate that reviewing committee documents is not an exciting activity. However, your participation will help us to complete a thorough and comprehensive assessment. Your committee/group is an important part of Grace United Church. Thank you for your time and consideration.