



Interfaith Action  
SW Michigan Peace & Justice Collaborative

## All Are Welcome Criteria

*Action Steps for Becoming an LGBTQ Inclusive Faith Community*

### **Education**

Promote awareness and education on LGBTQ<sup>1</sup> inclusion in your faith community.

#### Action Steps

- Maintain a resource library of faith and LGBTQ materials<sup>2</sup>
- Have at least one LGBTQ themed children's book in your library
- Reference LGBTQ non-discrimination in a sermon or worship liturgy at least twice a year
- Host a coffee hour or special educational session on LGBTQ issues
- Host a variety of workshops or conversation series on LGBTQ identities & Faith for kids, youth, and adults.

### **Involvement**

Support all forms of LGBTQ participation in your community, understanding that each LGBTQ congregant will have a unique approach to involvement in a congregation.<sup>3</sup>

#### Action Steps

- Include LGBTQ people in your worship services at least once a year
- Indicate your willingness to support and host LGBTQ weddings
- If you list wedding anniversaries in your newsletters, include anniversaries of LGBTQ couples
- Include photos or feature stories of LGBTQ individuals in your congregation in your print and digital communications.
- Highlight an LGBTQ person of faith (historic or contemporary) in your worship service or in a liturgy.

### **Transformation**

Look beyond integration and toward the transformation of systems of injustice.

#### Action Steps

- Post on your website and display outside your building of worship a symbol of LGBTQ+ inclusion, such as "*we are an All Are Welcome congregation,*" an *All Are Welcome* poster, or a pride flag
- Participate in your denomination's LGBTQ recognition program
- Use inclusive language, i.e. alternative terms to gendered terms for familial and romantic relationships, i.e partner, spouse, sibling, friends
- Express your willingness to host LGBTQ advocacy and ally groups

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<sup>1</sup> This document uses the acronym LGBTQ (lesbian, gay, bisexual, transgender, queer/questioning) to cover a wide range of sexuality and gender identities.

<sup>2</sup> If you'd like educational resources on LGBTQ information and concerns, contact Interfaith Action.

<sup>3</sup> LGBTQ population and participation will vary between faith communities.

- Recognize June as Pride Month in your digital and print communications
- Maintain a referral list for families, adults, or youth looking for counseling support around LGBTQ identities
- Participate in advocacy campaigns to secure LGBTQ legal protections
- Designate gender-neutral restrooms in your building of worship

\*All Are Welcome: 'Policy and Practice' Certification:

In addition to being formally affirming, faith communities that complete 80% of the inclusive policy and practice action steps provided by Interfaith Action will be recognized as a 'policy and practice' congregation on Interfaith Action's website and will receive a certificate from Interfaith Action.