

## **MMM Welcoming / Inclusivity Minute**

*initially approved at Meeting for Worship for Business 2015 April*

*revised and approved at Meeting for Worship for Business on June 19, 2016*

Multnomah Monthly Meeting of the Religious Society of Friends, a Quaker Meeting, is an open and affirming faith community. We welcome all who come as religious seekers to share in worship and fully participate in the activities of our common life.

Multnomah Monthly Meeting understands that the Divine Source is leading the Meeting to honor the gender identity and expression of each person, as determined by that person. We affirm that gender expression and identity may be fluid and changeable. We recognize that when we embrace the Light within the full spectrum of gender identities in our Meeting, our worship deepens and our community is enriched.

As part of our evolving struggle to live our testimony of equality, Multnomah Monthly Meeting minutes our commitment to becoming an affirming, safe, and nurturing place for everyone to live fully that which the Spirit is leading them to be. We extend our loving care to people of all genders, including transgender, genderqueer, cisgender, gender non-conforming and intersex persons, their families and friends.

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**Not considered at Meeting for Business but circulated to inform our Meeting of ideas the ad-hoc Gender Concerns Committee has regarding ways to implement a Minute of Inclusivity for gender identity and expression.**

**Supporting action items to consider within our MMM community:**

1. Worship & Ministry committee hosts a yearly Meeting for Worship for Transgender Day of Remembrance, which occurs on November 20<sup>th</sup>.
2. Put up a “safer space” decal in our lobby window specifically for transgender and genderqueer people – separate from the existing rainbow (lesbian/gay) decal. Put both in a more prominent location.
3. Remain a member of Community of Welcoming Congregations (CWC), including paying annual dues.
4. Contact organizations that maintain lists of religious groups that are friendly to transgender and genderqueer people and ask to be listed (i.e. Northwest Gender Alliance, FLGBTQC (Friends for Lesbian, Gay, Bisexual, Transgender, and Queer Concerns, etc.).
5. Encourage statements of preferred pronouns and honor them.
6. State on our website that we are welcoming and all restrooms are single-use gender-neutral.
7. Property committee has ordered new restroom signs to be explicitly “all genders welcome.”
8. State on our rental information that restrooms are all single-use gender-neutral.
9. Add both non-bullying and affirming policies to our children’s safety and children’s program policies that affirm the free expression of gender.
10. Ask Children’s Program, Central Friends and Junior Friends to include age-appropriate gender education. This could include discussion of: gender, including its separateness from physical characteristics, gender expression and romantic inclinations, gender expression, gender policing, and gender-related bullying. This would be especially appropriate during November of each year (when Transgender Day of Remembrance occurs).
11. Add to our personnel policies, as needed, protections and guidelines for Meeting accommodation of gender non-conforming and gender-transitioning employees.
12. Continue to offer educational opportunities for MMM members and attenders regarding intersex issues and gender concerns, including how to support persons who are experiencing gender policing, gender related bullying and/or not having gender choices honored.

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**Supporting action items to consider bringing to our larger Friends communities:**

1. Develop Minutes for Willamette Quarterly Meeting (WQM) and North Pacific Yearly Meeting (NPYM) similar to the one for MMM (including action items) and send them for discussion and seasoning. Discuss with NPYM Junior Friends if they wish to consider a Minute. Offer to send someone to Meetings or Worship Groups that would like help understanding these issues or with these discussions.
2. Encourage NPYM, WQM, NPYM Central Friends, and NPYM Junior Friends to have policies in place regarding housing, showers, and restrooms that are friendly to transgender persons. Advocate that one criteria for site committee selection be appropriate accommodation of

transgender and genderqueer persons. Build a list of possible solutions to housing, restroom, and shower issues and share with site and other committees.

3. Ask gender-specific groups – Men’s Retreat, Pacific Northwest Quaker Women's Theology Conference, and other gender-restrictive groups – to have a policy that identification is up to the individual and may be fluid. Recommend that they have a transgender or genderqueer person speak at an upcoming gathering. Share with them our list of possible solutions to housing, restroom, and shower issues.
4. Open a discussion with Quaker Voluntary Service (QVS) locally and nationally regarding policies they have in place regarding support for volunteers or staff who are transitioning, transgender, or genderqueer.
5. Write articles to submit to various Friends’ publications about our process at MMM, the Minute we have adopted, and planned action items.

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**Supporting action items to consider in bringing these issues to our communities beyond**

**Friends:**

1. Create statements of concern and support, as requested, to send to public bodies – media, Department of Motor Vehicles (DMV), and other government agencies – in support of people with gender-related concerns (e.g. ease of gender and name changes, health care coverage for transitioning and maintaining gender, gender assignment in jails and prisons, and others as the need arises).
2. Encourage individual members and attenders to raise and support issues of concern for transgender and genderqueer people at our workplaces, organizations we belong to, and as issues arise in the political arena.
3. Build a resource notebook kept in the MMM library and announced regularly in the newsletter and weekly bulletin. The notebook will contain sample wording for personnel policies, health and other forms requesting gender identification, etc., that Friends can suggest at our workplaces and organizations we belong to. The notebook will also contain brief articles about how to discuss restrooms, DMV policies (around names), healthcare coverage, non-discriminatory policies, policies in place for those transitioning, etc.
4. Respond to requests of support and action made by other groups working on gender concerns.

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1. In order to assist Meeting with putting our commitment into action, the ad-hoc Gender Concerns committee is led to continue our work, under the care of Worship & Ministry, for one more year.
  2. Establish a position at MMM of “Gender Concerns Liaison” who will be an ex-officio member of Peace & Social Concerns committee. The Liaison will help to coordinate Meeting

efforts to complete these action items, be the contact person for groups outside MMM with whom we are working on this issue, and make an annual report to Meeting for Business regarding status of implementation of action items. The Liaison will also bring forward new suggestions for education and/or action. The need for this position should be reconsidered in 5 years (2020), and if continued, periodically after that.