

## **Vision statement**

Striving to be faithful followers of Jesus in our time and place, Toronto Conference will continue to remove barriers to participation in the life and work of the Conference and society, committing itself to be open to the Spirit in others. Resisting all forms of oppression, we welcome and celebrate all expressions of sexual orientation, gender identity, and those who are marginalized.

## **Plan of action**

### Removing barriers to participation in the life and work of the Conference

Toronto Conference will...

- Maintain its properties, striving to ensure accessibility for all people
- Hold Conference events and meetings in locations that are accessible
- Engage guest speakers/preachers at events to reflect diversity
- Follow the practice of having introductions/name tags that indicate gender pronoun preferences.
- Review all policies with an affirming lens
- Monitor diversity in its nominations procedures.

### Removing barriers to participation in society

Toronto Conference will...

- Advocate for municipal, provincial and federal government policies and laws that reflect a diverse and inclusive society
- Speak out on current events that demean, stigmatize or incite violence against others
- Encourage conversation with interchurch or interfaith groups

### Being open to the Spirit in others

Toronto Conference will...

- Regularly discern new voices, seek them out, and educate itself
- Report annually on its efforts to hear and engage the diverse voices within the Conference

### Welcoming and celebrating all expressions of sexual orientation and gender identity

Toronto Conference will...

- Develop consistency in signage acknowledging the Conference as being an Affirming Ministry
- Prepare and publicize an inventory of Affirming Ministries/congregations
- Encourage other communities of faith to become Affirming Ministries
- Provide education on evolving gender identity language

Welcoming and celebrating those who are marginalized

Toronto Conference will...

- Be intentional about using language that is sensitive and respectful
- Provide resources for living out healing and reconciliation activities
- Identify, challenge and/or eliminate barriers in hiring or ministry development processes

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