

EXTENDING HOSPITALITY TO PEOPLE OF ALL GENDER IDENTITIES AND GENDER EXPRESSIONS

The 2016 Evangelical Lutheran Church in America Churchwide Assembly passed the two following pieces of legislation. This resource seeks to provide guidance to synods and the churchwide organization as it employs more inclusive language.

MOTION D: RESOLUTION ON GENDER IDENTITY

To refer Motion D: Resolution on Gender Identity to the Church Council and that the Church Council use the resolution to help inform the study of gender identity and the review of existing ELCA definitions and policies regarding gender identity as referenced in the above approved Memorial, and urge all three expressions of our church, whenever possible, and when not otherwise guided by current constitution and/or policy, consider using event registration and other forms that:

- 1. Include additional options for gender, for transgender, non-binary and/or gender non-conforming people; and*
- 2. When asking for a person's personal information, include asking for the person's pronouns; and*
- 3. When asking for a person's honorific or title, include a gender neutral option*

CATEGORY DI: MEMORIAL ON GENDER IDENTITY

Recommendation for Assembly Action:

To receive with gratitude the memorial of the Sierra Pacific Synod regarding gender identity;

To refer this memorial to the Church Council for study of gender identity;

To ask the Church Council, the Office of the Presiding Bishop and the Office of the Secretary to review existing definitions and policies in light of the council's study; and

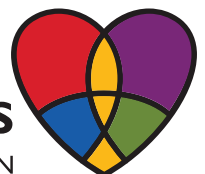
To report to the 2019 Churchwide Assembly of the ELCA actions and proposals for additional actions as may be required.



ReconcilingWorks presents "Lutheran Introduction to Our Lesbian, Gay, Bisexual, Transgender, and Queer Neighbors" as a basic introduction to sexual orientation, gender identity, and gender expression. Learn how to put people over definitions and how to prioritize hospitality before curiosity. Order some for your faith community!

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EVENT REGISTRATION FORM

Extending hospitality to people of all gender identities and gender expressions is easy as a few updates on your registration form.

TITLE:

- Ms. Mrs. Mr. Mx.
 None
 Custom: _____

GENDER IDENTITY:

- Female
 Male
 Gender Non-conforming
 Custom: _____

PRONOUNS:

- She, Her, Hers He, Him, His
 They, Them, Theirs
 Custom: _____

The titles “Ms., Mrs., and Mr.” reinforce a gender binary and do not leave space for gender non-conforming people. Consider eliminating titles altogether or providing “Mx.,” “none,” and/or “custom” options.

The term “gender identity” is more inclusive than “sex” or “gender,” because not everyone who was assigned a certain sex at birth identifies as that gender later in life. Including “gender non-conforming” and/or a “custom” options extends additional hospitality.

It is important to ask for pronouns when making event name-tags, because one can not assume a person's pronouns based on their name or gender expression.

Additional ways to extend hospitality include:



ADDING PERSONAL PRONOUNS TO NAME-TAGS:

Purchase premade name-tags with pronouns, provide markers for attendees to fill in the blank, or print your own mini pronoun stickers for attendees to select and wear.



GENDER INCLUSIVE RESTROOMS:

Ensure your gathering spaces have clearly labeled gender inclusive restrooms available for attendees. This can also extend hospitality to families with small children or people with physical disabilities.



INCLUSIVE LANGUAGE:

Work to make sure materials for your gatherings have updated language that is inclusive of gender non-conforming individuals. Try swapping out binary phrases like “women and men” and “brothers and sisters” with more inclusive phrases like “siblings in Christ” or “God’s beloved.”