

### **Notes from the third Q&A on Theology, April 11, 2021**

The slides used the word “marginalized” to describe communities that are not straight, white and cis gender. Several people stated this word did not accurately describe the community they are a part of and there was discussion about what a better word might be. Consensus landed on diverse, because it was neutral, welcoming and positive. There was a question about who diverse meant, and rather than leave anyone out, there was agreement on not defining specifically who was included in diverse. The slides were updated before they were posted on the website.

There was conversation about how and where and who to identify in the order of service or in the service. There was agreement that white/straight/cis should not be the default and that however we decide to describe people, we need to describe all people. And to be sure to identify them in the way that they identify themselves, not how we identify them.

There was then conversation about ways to make the Covenant of Right Relations more known. It could be highlighted in communications occasionally throughout the year. It could be included in new member ceremonies.

Then there was a conversation about “Noticers” watching process at meetings, the word on the slide was “monitors” and several people had strong reactions to that word. The slide has since been changed to reflect that we were speaking of trained Noticers such as those in the Quaker tradition who are invited to meetings to help watch process and give feedback. Some described as a debrief. Some shared this takes the onus off the person who may have been the recipient of a microaggression to speak up. And that with training and practice, this can be a very effective means of changing culture.