Let’s be micro-inclusion-ist:

[A reading at the Bradford Unitarian Universalist Church in Kenosha, Wisconsin. List compiled by Denise Cawley based on an interview with Michael Munson.]

Micro-inclusions are these little steps anyone can take that make life better for everyone (especially for those who are marginalized) micro-inclusions are the opposite of microaggressions.

They include things like... let's make sure we introduce ourselves and listen when someone shares their name with us.

Let's make sure we introduce ourselves with our pronouns (and ask others -- everyone -- what pronouns they use) -- and then remember and use them. Keep in mind, pronouns sometimes change. Folks may feel comfortable with one pronoun in safe spaces and other pronouns in public spaces.

Let's make sure that our name tags include spaces to include pronouns or other information.

Let's make sure that every congregation has bathrooms that are accessible -- for disability, for gender, for people with families and kids and older people.

Let's make sure that we treat people with kindness, even if we might not understand their path.

Let's make sure that if we don't understand their path that we ask if they would like to share with us -- but don't presume that they will want to do the educating, but they might be... but to respect and honor whatever the answer is.

When we talk about the Divine or God and groups of people, how about using the singular THEY (which was just added to Miriam Webster dictionary this MONTH) -- so all folks feel included.

When we welcome people, let's consider saying "friends, folks, y'all, etc." instead of words that are gendered.

When we develop programming, let's make sure that we don't create things that alienate folks because of their gender -- e.g. "women's spirituality groups" or "men's
retreats" because even if we say that anyone who closely identifies with one gender or another can attend, where do the people go who are non-binary?

When we know someone is trans -- when we know there are trans people in our congregations -- we need to always remember that there is often a lot of violence and trauma that has happened in their lives...... and just to keep that in mind... and to keep in mind that trans people often feel very hopeless because of how society treats folks and end up attempting suicide at astronomically higher rates.

AND.... let's also keep in mind that the trans and non-binary folks in our midst, are there because they are resilient as fuck – yes I said ‘resilient as fuck"

Often trans folks don't learn traditional social behaviors -- so might act awkwardly in social settings or may stand off to the side of the room. We can go to them and start a conversation or invite them into our presence.

Please keep in mind that sometimes trans and non-binary folks might seem angry or withdrawn.... and we can be a witness to their pain (not try to fix pain and problems but witness it!)

We can step up and SHOW up for the issues that matter... to try to make change more permanent on social and political levels.

We can SHOW UP for people -- for one on one things, for political action, for letter writing, for running for office, for making active steps of inclusion,

We can make space and overtly welcome people -- we can invite people to lead groups, to be on our boards or advisory committees, to speak on panels, to be chalice lighters, readers, greeters and ushers.

We can celebrate the beauty of living outside of binaries -- any kind of binary -- and how much freedom that brings us, when we can let those binaries fall by the wayside.

We can make sure we greet our trans siblings and like everyone else we can ASK if physical touch feels welcomed -- through handshakes, arm touches, hugs... through eye contact, and through your warmth.