



CANADIAN  
UNITARIAN  
COUNCIL

CONSEIL  
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DU CANADA

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## Gender and Sexual Diversity Resolution

On behalf of the **CUC Gender and Sexual Diversity Monitoring Group**, Art Brewer presented the following RESOLUTION:

The Resolution, as amended was carried.

1. WHEREAS the Canadian Unitarian Council affirms and promotes the inherent worth and dignity of every person, and seeks to promote inclusivity in our congregations and society at large; and
2. WHEREAS at its 1984 Annual Meeting the Canadian Unitarian Council adopted a resolution concerning sexual diversity; and
3. WHEREAS after more than two decades it is appropriate to clarify and expand the thrust of that resolution in the light of subsequent events and understandings;

1) BE IT RESOLVED that the policy adopted by the 1984 resolution be amended by:

- a) changing the words “lesbian and gay people” to “lesbians and gay persons, bisexual, transgendered and intersex persons”; and
- b) adding the words “gender identity or gender expression” after the words “sexual orientation”; and
- c) replacing the words “lesbian and gay partnership services” with the words “rites of passage for persons regardless of their sexual orientation, gender identity or gender expression”; and
- d) adding a new clause “d) to provide ongoing educational programs such as the Unitarian Universalist Association’s:

- Welcoming Congregation (second edition)
- Our Whole Lives, and
- Living the Welcoming Congregation.”

2) BE IT RESOLVED that the Canadian Unitarian Council amend the preamble to its Personnel Policies to include this statement “That CUC will adhere to a policy of non-discrimination in its hiring policies, ensuring that there is no discrimination on the basis of race, ancestry, place of origin, age, colour, ethnic origin, citizenship, creed, sex or sexual orientation, gender identity or gender expression, marital or family status, disability or political affiliation”

FURTHER RESOLVED that the words “gender identity or gender expression” be added after the words “sexual orientation”;

FURTHER RESOLVED that the Canadian Unitarian Council’s Abuse Prevention Policy be amended



by replacing the words “based on colour, ethnicity, religion, national origin, age, disability, gender or sexual orientation” with the words “as outlined in the preamble to our Personnel Policies”;

FURTHER RESOLVED that the Canadian Unitarian Council communicate with its member societies, encouraging them to apply policies and practices of non-discrimination in accordance with the amended Personnel Policy.

3) BE IT RESOLVED that the Canadian Unitarian Council communicate with federal, provincial and territorial governmental Ministers who carry responsibility for the Human Rights Codes of their respective jurisdictions, requesting that prompt steps be taken, where required, to ensure that their Human Rights

Codes include gender identity and gender expression as prohibited grounds of discrimination.

FURTHER RESOLVED that the Canadian Unitarian Council enlist the support of appropriate organizations and individuals to promote, where required, the inclusion of gender identity and gender expression as prohibited grounds of discrimination in federal, provincial and territorial human rights codes.

4) BE IT RESOLVED that the Canadian Unitarian Council communicate with its member societies, urging them to conduct an annual ceremony and/or worship service which affirms and promotes the equal rights of persons regardless of their sexual orientation, gender identity or gender expression, and to initiate or participate in local “Pride” events.

FURTHER RESOLVED that the Canadian Unitarian Council make available to its member societies material and resources to assist them in developing an annual ceremony and/or worship service which affirms and promotes the equal rights of persons regardless of their sexual orientation, gender identity or gender expression.

5) BE IT RESOLVED that the Canadian Unitarian Council, as a member of the International Council of Unitarian Universalists communicate with the ICUU, recommending that it adopt a policy which affirms that all persons have equal rights regardless of their sexual orientation, gender identity or gender expression, and that the ICUU advise its member organizations, should it adopt this policy, to encourage similar action at national and congregational levels.

AMENDMENTS TO THIS RESOLUTION (All these approved changes are included above).



MOTION#1 Moved by Katie Stein Sather, duly seconded and carried: ‘That from #5 ‘BE IT RESOLVED’, the word ‘Conference’ be deleted and replaced with the accurate term ‘Council’(of Unitarian Universalists)’

MOTION #2 Moved by Aukje Byker, duly seconded and carried: ‘That Line #1a be changed to read ‘Lesbian and Gay Persons.’

MOTION #3 Moved by Kim Turner, duly seconded and carried: ‘That #2 be replaced with the following statement: “The CUC Board be directed to a policy of non-discrimination in its hiring policies.’

**Passed by delegates at the Annual General Meeting, 2006  
Canadian Unitarian Council**