

Guidelines for portraying diversity in your publications

The URC is a diverse denomination.

We celebrate a rich, cultural diversity along with treasured differences in gender identities, abilities, ages and talents.

The way we represent the URC in our media is critical.

Any URC person planning, producing or delivering a presentation, picture or communication should clearly and intentionally reflect the URC's diversity.

We hope that this leaflet will help you in that critical task.



Think on this ...

'It is time for parents to teach young children that in diversity there is beauty and there is strength.'

Maya Angelou, civil rights activist

'We will seek to become an enlarged, inclusive, welcoming, and justice-seeking community; we will engage in transformation of heart, mind, structure and policy, seeking habits that redress power imbalances, challenge systemic injustice; we will generously cultivate diverse leadership, working for the full participation of all; we will work intentionally towards mutuality in giving and receiving for all of us are in need and all must be mutually inconvenienced for the sake of the other and the gospel.'

*Multicultural church, intercultural habit
GiM Mission 2012*

'O Heavenly Children, God's messengers are as limitless as the fish in the sea. They come in all colours, regions, languages and creeds. But their message is one and the same, don't you see? God only wishes to unite all God's children under one family tree.'

Suzy Kassem, writer and philosopher



Portraying diversity



About us

Global and Intercultural Ministries aims to encourage intercultural habits within a multicultural church that is the United Reformed Church.

Together we:

- rejoice in one family of diverse ethnicities and cultures
- challenge all forms of marginalisation
- commit to work with our partners across the world
- promote God's justice for all.

Important considerations

Your presentation could make a lasting impression. Getting diversity right will be more important in the long run than meeting a deadline.

Let's think about how we can deepen relationships with people who are not 'like me', people with different abilities, ages, genders, sexualities, ethnicities or cultures.

Questions to consider

- Is your language inclusive and expansive?
- Do your pictures show a variety of ethnicities?
- Are people who are differently abled represented?
- With safeguarding firmly in mind, do children and elderly people feature?
- Can you find ways to encourage wider participation in the production and delivery of your work?
- Could you include large print, signers, Makaton, subtitles etc. to make it easier for people to follow?
- Ask what else can you do to ensure inclusivity and diversity?

