

Our statement: Why a diversity working group?

(Status: 12.10.2023)

The KSHG should be a place where everyone is welcome and enjoys spending time.

To this end, we want to work on realizing a vision of community in which everyone can help shape the community as an enabling space.

We are aware that both in society and in the church, people are categorically or specifically excluded due to various forms of discrimination.

We in the KSHG would therefore like to work together as a community within the church and within society to create a place that is increasingly aware of its own patterns of discrimination and continues to reduce them.

The Diversity Working Group has set itself the goal of initiating change in cooperation with all those who see themselves as part of KSHG.

This working group is therefore not only open to suggestions, but also relies on constructive advice and the cooperation of everyone.

Our vision is therefore to create an atmosphere of recognition, respect and awareness of diversity so that everyone can enjoy visiting and/or helping to shape KSHG.

What is diversity all about?

Society and therefore also the church are shaped by ideas about how people should be and behave. This can lead to people and their lifestyles that do not correspond to these ideas being overlooked and disadvantaged by society. When this happens, we speak of discrimination.

One way to counteract discrimination is to make diversity more visible in various areas.

We therefore want to address as many areas as possible in which people are diverse, as our understanding of diversity is multifaceted (list is alphabetical and incomplete): Be_disability, educational background, BIPoC, gender diversity, neurodiversity, mental illness, sexual orientations....



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Glossary

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Dis_ability: Possible chosen term for people who, due to their physical or mental impairment, are hindered by the conditions of society from participating (on an equal footing) in all social processes. The spelling chosen here with an underline is intended to make it clear that the obstacles are caused by social structures.

Educational background: People come from different contexts in which education can have a different significance. However, education is an important key to participation in social processes.

BIPoC: Black, Indigenous, People of Color. Possible self-designation of people who do not describe themselves as white. The term is explicitly intended to make black and indigenous identities visible.

Gender diversity: Gender can manifest itself differently on various levels, e.g. genital, social, hormonal, social. In addition to male and female gender classification, there are many other genders.

Neurodiversity: Environmental stimuli can be perceived and processed very differently in the brain. This can include, for example, the autistic spectrum.

Mental illnesses: Mental illnesses are just as diverse and widespread as physical illnesses. They range from mild impairments of mental well-being to severe mental disorders and can affect quality of life and physical health.

Sexual orientation: Description of which gender or genders someone is attracted to or not, e.g. asexuality, bisexuality, heterosexuality, homosexuality, pansexuality, ...



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