

## **A Resolution on Equity, Inclusion, and Interpretation/Translation**

WHEREAS, the Mission and Vision of the ELCA states, “As Christ's church, we value the richness of God's creation and offer a radical welcome to all people, appreciating our common humanity and our differences. We are a church that does not view diversity as a barrier to unity. We recognize and will challenge dynamics of power and privilege that create barriers to participation and equity in this church and society – for women, people of color, minority ethnic groups, people with disabilities, people who are marginalized or living in poverty, and the LGBTQ community”; and

WHEREAS, our synod declares that we work “together so that all experience gracious invitation into life-giving Christian community and live in just and healthy neighborhoods”; and

WHEREAS, the Intercultural Equity Lens Team in their Summary of Interview Findings (MAS Draft December 2022) surfaced this key question: “As an interdependent Christian Community (Churchwide, synods, congregations, individuals), how might the synod leadership become more culturally agile and competent so that we in the synod might create an authentic representation of a multicultural and multiethnic body of Christ?”; and

WHEREAS, Minneapolis Area Synod provides resources for interpretation and translation for all official synod events (Synod Assembly, Budget Hearings, Conferences Assemblies, Tool Kit), the synod does not currently fund interpretation and translation for other conference gatherings; and

WHEREAS, Central Conference of Minneapolis Area Synod is home to Bread of Life Deaf Lutheran Church (BOLD) and St. Paul's /San Pablo Lutheran Church, and conferences throughout the synod include a myriad of congregations whose primary language is not English (including ASL, which is not English), and many of these conferences meet regularly and the burden of funding should not fall on these congregations needing interpretation and translation; therefore, be it

RESOLVED, that the Minneapolis Area Synod provide equitable access to all synod and conference events and gatherings by directing the Synod Council to establish a language-access equity task force that works in conjunction with the Synod Mission Table, the Intercultural Equity Team, and the Synod Treasurer to make all interpretation and translation part of the synod budget beginning with fiscal year 2025.

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**Adopted via signature requirements; Date: April 29, 2023**