RICE 2020

Roman Catholic Church in Germany

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Population of Germany
80,3 million

Members of this church
22,5 million

Inclusivity index

53%
Score: 25 out of 47

Instituional equality and non-discrimination
Score: 8 out of 16

50%

Church practices
Score: 8 out of 12

67%

Language and speech
Score: 3,5 out of 9

39%

Public statements
Score: 5,5 out of 10

55%

CATEGORIES		INDICATORS	RCC GERMANY
1. INSTITUTIONAL (16/47=36,2%)			
Legal documents	1	Mentioning LGBTI in a non-negative way in legal documents	0
	2	Diversity required in leadership in legal documents	0,5
Theology	3	Theological unconditional support for equality	1
	4	Bible not used as a source of discrimination	0,5
	5	Tradition is not used as a source of discrimination	0,5
Church policy	6	Mentioning LGBTI in a non-negative way in church policy	0,5
	7	Inclusion guided process or protocol for parishes	0
	8	Congregations allowed to make their own policies	1
	9	Blessing of same-sex marriages	0
	10	Baptism of children of LGBTI	1
	11	Baptism and membership of LGBTI	1
	12	Blessing of transgender persons and their new name/identity	0
	13	Access to the Eucharist	1
Ordination of clergy	14	Access to seminary for women/LGBTI	0
	15	Ordination of female/LGBTI clergy	0,5
	16	Affirmative theological educational materials	0,5
C1 Total			**8**
2. CHURCH PRACTICES (12/47=25,5%)			
Leadership	17	Leading functions on national level for women/LGBTI	0
	18	Participation in policy-making	0,5
Work	19	Employment in non-pastoral services	1
	20	Employment in services to society	1
Sexuality and kinship	21	Support for adoption by LGBTI parents	1
	22	Celibacy not required for LGBTI	0,5
Advocacy and networks	23	Promoting social acceptance in public rituals	0,5
	24	Social ministry to LGBTI	1
	25	Pastoral ministry to LGBTI	1
	26	Support to LGBTI clergy association	0,5
	27	No support for 'traditional' family associations	0,5
	28	Support of LGBTI advocacy groups	0,5
C2 Total			**8**

CATEGORIES		INDICATORS	RCC GERMANY

3. LANGUAGE & SPEECH (9/47=19,1%)

CATEGORIES		INDICATORS	RCC GERMANY
Official communi-cation	29	Inclusive language by church leaders	0,5
	30	Affirmative communication on a national level	0,5
Worship	31	Gender and sexuality issues in worship language	0
	32	Sensitive liturgical language	0,5
Education	33	Affirmative catechetical materials	0,5
	34	Awareness on interconnectedness of justice and inclusivity	0,5
	35	Taking into account scientific research	0,5
Acknowledgment	36	Acknowledgement of discrimination in the past	0,5
	37	Asking forgiveness	0
C3 Total			**3,5**

4. PUBLIC POLICY (10/47=21,3%)

		INDICATORS	RCC GERMANY
	38	Public statements on right to safety	1
	39	Public statements on freedom of conscience and religion	0,5
	40	Public statements on political organisation and expression	1
	41	Public statements on gender related rights	0,5
	42	Public statements on reproductive rights	0
	43	Public statements on kinship related rights	0,5
	44	Public statements on labour rights	0,5
	45	Public statements on health rights	0,5
	46	Public statements on diversity education in schools	0,5
	47	Public statements on access to other public services	0,5
C4 Total			**5,5**
TOTAL SCORE			**25**

Roman Catholic Church in Germany

The church in Germany is the highest-scoring RCC. The co-researcher provided us with detailed comments on the situation of the RCC in Germany.

There are a few things to be noticed. In principle, the RCC Germany does not differ from other RCCs when it comes to recognizing the marital status and issues of gender and sexual identity, because that is part of the policy of the universal church. The church upholds the Catholic norm of having sex within the frame of (heterosexual) marital fidelity. The church also admits only cis-men to seminaries, and when a seminarian's homosexual orientation or practice becomes public, he might be sent away from seminary. However, there are some aspects that make this church stand out when it comes to LGBTI inclusivity: 1. The dual structure of the church, the clerical hierarchy together with the representation of lay members in the Central Committee of German Catholics, and the involvement of Catholic associations, encourages a lively discussion in the church on becoming a more welcoming and affirming church for gays and lesbians. 2. This internal discussion is fuelled by the differences between the dioceses and the bishops. 3. The strong tendency in the mainstream of German society to avoid discrimination and promoting human rights affects the members of the church, and also the church hierarchy. 4. The church respects the political decisions and rights of the German state, for example, the right to define (same-sex) marriage.

Ways forward for all churches

At the end of our research, we present a list of realistic, positive steps towards more inclusivity for all churches, regardless of their ecclesiastical characteristics or national identities. This ladder of ascending steps might also function as a spiritual rule of discernment for churches: Where are we on the ladder? Which further steps do we need to take?

1. Affirm the unconditional and inalienable human dignity of all persons, as children of God.

2. Condemn acts of violence and hate speech towards LGBTI people, or at least do not give any excuse for these hate crimes as a consequence of the church' public communication.

3. Make a statement about the freedom of religion of all people, also within the church.

4. Acknowledge the political responsibility of the national parliament that substantiates democracy and defends the rights of minorities.

5. Start a pastoral dialogue with LGBTI people.

6. Engage constructively with insights of scientific research on gender and sexuality.

7. Enlarge in the leadership structures the space for all people, starting with lay women, in order to share responsibility in decision making.

8. Be more open and franker about ordaining candidates for priesthood, who have proven to be capable, independent of their sexual orientation, even with the prescription of a commitment to living a celibate life.

9. Engage with Christian LGBTI advocacy groups and involve them in seminary education.

10. Apply a more flexible application or interpretation of the church's regulations, with pastoral discretion in the situation.

11. Study the implications of Bible, tradition, theology, and church policy for the LGBTI lived desires, sexualities, and identities.

12. Involve LGBTI people in the policy making on equality and non-discrimination.

13. Provide affirmative educational material.

14. Allow openly LGBTI persons admission to the seminary or theological university.

15. Initiate an organisation of LGBTI theologians.

16. Make a public statement about the right of LGBTI people to organise and express themselves.

17. Mention explicitly, and positively, diversity and LGBTI identities as enriching aspects of the church.

18. Acknowledge the church's involvement in the discrimination of LGBTI people.

19. Provide congregations with protocols towards becoming more inclusive and affirming and persuade them to incorporate these protocols in their local policies.

20. Get rid of the distinction in liturgical terms for blessing (same-sex) married couples.

21. Use gender sensitive language and incorporate gender issues and sexuality in the liturgy.

22. Support explicitly LGBTI couples when they adopt and raise children.

23. Make a public statement about sexual and reproductive health and rights for all people.

24. Identify 'heteronormative' language and policies, and change them.

Metropolitan Community Church in Finland
Church of Sweden
Protestant Church in Switzerland
Church of Norway
Protestant Church in the Netherlands
Evangelical Church in Germany
Old Catholic Church in the Czech Republic
Old Catholic Church in Slovakia
Church of England
Roman Catholic Church in Germany
Hungarian Evangelical Fellowship
Old Catholic Church of Austria
Roman Catholic Church in Malta
Roman Catholic Church in Austria
Roman Catholic Church in France
Evangelical Lutheran Church in Hungary
Roman Catholic Church in Italy
Roman Catholic Church in Switzerland
Roman Catholic Church in Belgium
Estonian Evangelical Lutheran Church
Orthodox Church of Finland
Evangelical Lutheran Church in Poland
Unitarian Church of Transylvania
Roman Catholic Church in Ireland
Roman Catholic Church in Hungary
Roman Catholic Church in Romania
Serbian Orthodox Church
Roman Catholic Church in the UK
Roman Catholic Church in Slovenia
Orthodox Church of Estonia
Roman Catholic Church in the Netherlands
Ukrainian Greek Catholic Church
Roman Catholic Church in Portugal
Reformed Church in Hungary
Moldovan Orthodox Church
Belarusian Orthodox Church
Roman Catholic Church in Croatia
Church of Greece
Roman Catholic Church in Spain
Roman Catholic Church in Slovakia
Georgian Orthodox Church
Evangelical Lutheran Church of Latvia
Armenian Apostolic Church
Russian Orthodox Church
Roman Catholic Church in Belarus
Roman Catholic Church in Poland

EUROPEAN FORUM OF LGBT CHRISTIAN GROUPS

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