

REAFFIRMATIONS OF THE UUA RACIAL IMPERATIVE

(a) Racial Imperative Reaffirmation
Adopted January 1989
Review 2005 by Executive Vice President

The Board re-adopts the Racial Imperative as follows:

"Recognizing the fact that institutional racism is still imbedded in American society in 1989, the Unitarian Universalist Association shall seek to eliminate racism in all its institutional structure, policies, practices, and patterns of behavior, so that it will become a racially equitable institution and can make an effective contribution toward achieving a similarly equitable society."

(b) Policy on Anti-Racism Training for Board of Trustees and Committees
Passed 2000
Amended 2005
Review by Moderator 2005

Anti-racism work is a major initiative of the Unitarian Universalist Association and its Board of Trustees. The Board of Trustees of the Unitarian Universalist Association expects all of its members and members of Board-appointed committees to have reasonable competence in the area of racism and oppression. Members of the Anti-Racism/Anti-Oppression Assessment and Monitoring Team (AR/AO AMT) and chairs of the Committee on Committees and Finance Committees must additionally have an understanding of change theories and demonstrated commitment to anti-racism and anti-oppression.

Minimally, trustees who serve on the Unitarian Universalist Association's Board are expected to have completed anti-racism training that includes analysis and systems theory components prior to the January Board meeting of their first year as a Trustee. Training opportunities will be provided immediately following General Assembly in election years. If a Trustee who has not attended such training is elected to fulfill the partial term of another Trustee, she or he will complete training as soon as possible. From time to time, the Board may ask for a commitment from Trustees for attendance at a special meeting or event to do further anti-racism work.

The Anti-Racism/Anti-Oppression Assessment and Monitoring Team is responsible for monitoring and reporting the competence of the Board and committees pursuant to this policy.