

ANTI-RACISM/ANTI-OPPRESSION REFLECTION TOOL

Please respond to the following questions and return to the Board's Anti-Racism Assessment Monitoring team prior to it's next meeting.

1. Which item from your working group agenda reflects the UUA Board commitment to have “Every structure and process of the UUA serve an anti-racist agenda”?
2. How are agenda items flagged to indicate to others that they include an anti-racism or anti-oppression component?
3. Which constituency groups were contacted as your working group sought out different perspectives on an agenda item or intentionally nurtured accountability to oppressed groups?
4. Which underrepresented or oppressed groups were invited to send a visitor to your working group meeting? Which actually were present in your meeting?
5. What policy issues were discussed or policy decisions made which move the UUA toward becoming an “institution which is working to overcome systemic racism and is fully inclusive of diverse cultures and lifestyles”?

ARAMT Process Observation Guidelines – October 2002

Many Board members have asked for a framework on which to base process observation. Below we have provided some questions which can provide a springboard for our discussions process.

GENERAL PROCESS

- 1) Did the Board stay on task?
- 2) How was the energy and focus of the group?
- 3) Were presenters and reports well prepared and did they use time efficiently?
- 4) Were handouts useful and clear?
- 5) Was discussion productive? Expansive? Balanced? Respectful?
- 6) How was conflict or dissent handled? Specifically, how were “minority” perspectives heard and considered?
- 7) Was business concluded and decisions made in a timely and purposeful way?
- 8) What suggestions do you have to improve the process next time?

ANTI-RACIST/ANTI-OPPRESSION PROCESS

- 1) Did the Board Agenda include items which addressed issues of racism and oppression both internally to our Association and in the larger society?
- 2) Did the reports from officers and the staff reflect a commitment to anti-racism and anti-oppression?
- 3) Was there evidence of outreach to accountability groups (POC or oppressed groups) who might be stakeholders in decisions made during this meeting?
- 4) Were probing questions asked about the impact of decisions on underrepresented and oppressed persons in our Association and in the larger society?
- 5) Did Board members share responsibility for raising anti-racism/anti-oppression concerns, or did the “watchdog” role fall to only a few?
- 6) Did discussion of issues indicate that Board members are conscious of the systemic power of oppression?
- 7) Were policy decisions/recommendations made in today’s Board meeting which moved the UUA closer to being an anti-racist/anti-oppressive institution?