



## General Assembly Business Meeting Minutes

**Sixtieth General Assembly of the Unitarian Universalist Association  
June 23-27, 2021**

*Note: all times are Eastern Time*

The 2021 General Assembly (GA) of the Unitarian Universalist Association (UUA) was held virtually, the second year GA was virtual due to the COVID-19 pandemic. While originally planned to take place in Milwaukee, WI, the UUA Board approved a change to a virtual format in October 2020. GA was conducted on a custom online platform created by the UUA which had been used for virtual GA 2020. The event also used other applications such as Zoom meetings and the Whova conference app.

The theme of GA 2021 was “Circle ‘Round for Justice, Healing and Courage.” Coming out of a year of the pandemic, this theme welcomed attendees to circle ‘round in care and healing; for liberation and justice; and for love and courage. UUA GA 2021 incorporated recommendations from the Commission on Institution Change’s 2020 report and recommendations *Widening the Circle of Concern*. It offered dialogue with the Article II Study Commission about the UUA Principles and Purposes. Programs and workshops equipped professional and lay leaders to advance our shared faithful mission. Featured speakers delved into theological analysis, work around organizing for liberation, and ways to tend our spiritual resilience. The Ware Lecture was given by Stacey Abrams, former Minority Leader of the Georgia House of Representatives, together with Desmond Meade, founder of the Florida Rights Restoration Commission. Honoring the myriad of communities within Unitarian Universalism, GA 2021 offered more time for networking, meetups and caucusing. Additionally, GA 2021 preserved a connection to Milwaukee and the MidAmerica Region through special programming and activities.

Co-Moderators Charles Du Mond and Rev. Meg Riley convened the assembly virtually on Wednesday, June 23, 2020, at approximately 8:00 p.m. On the basis of an initial report by the Secretary of the Association, a quorum was declared present from the time the meeting was called to order. The Assembly adopted, by a vote of two-thirds or more, Rules of Procedure for the conduct of the meeting. For this year, the Rules of Procedure had been rewritten in a “plain language” version to make them more accessible

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### **Notable Business Session Events**

The Assembly received written or video reports from the following groups or officers:

- UUA President

## **UUA General Assembly 2021**

### **DRAFT Business Meeting Minutes**

- UUA Co-Moderators
- UUA Financial Advisor
- UUA Secretary
- UUA Board of Trustees
- UUA Treasurer regarding implementation of the 2020 business resolution *Embodying Human Rights in Our Investment Decisions*
- UUA staff regarding implementation of the *Widening the Circle of Concern* Report and Recommendations from the Commission on Institutional Change
- Beacon Press
- Article II Study Commission
- Commission on Social Witness
- Unitarian Universalist Service Committee
- Unitarian Universalist Women's Federation

The Article II Study Commission gave an extended report on its process. Commissioned in 2020 with a charge to review and make recommendations concerning the UUA's principles, purposes and sources, the Commission shared its experience over the past year in starting its two-year process. The Commission noted that its work in the coming year would involve outreach to congregations and key stakeholders for broad public engagement, leading to recommended bylaw changes in 2023. The report included an opportunity for participants to engage in conversation with one another in small groups on key questions related to Article II and Unitarian Universalism's theological commitments.

The Commission on Appraisal report "Unlocking the Power of Covenant," having been recently published, was made available for purchase.

The Board of Trustees gave the Award for Distinguished Service to the Cause of Unitarian Universalism to two honorees: former Co-Moderators and Elandria Williams (posthumously) and the Rev. Mr. Barb Greve. The President's Annual Award for Volunteer Service was given to all current and former members of the UUA Journey Toward Wholeness Transformation Committee. The Angus MacLean Award for Excellence in Religious Education was given to Lynn Sabourin at a separate event.

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### **Business Agenda Items – Statement of Conscience**

The Assembly adopted the following statement of conscience by a vote of two-thirds or more.

#### **Undoing Systemic White Supremacy: A Call to Prophetic Action**

Seeking universal justice and equity, we call upon the Unitarian Universalist Association and Unitarian Universalist individuals and congregations/groups to actively engage in undoing systemic white supremacy in all of its manifestations. Systemic white supremacy refers to the embedded, institutional, and pervasive nature of racism, white privilege, and racial bias and oppression in our society. We acknowledge the impact of systemic white supremacy is intersectional, meaning it impacts people differently across race, income/class, gender, age, ethnicity, immigration status, sexual orientation, religion, disability, and more. As Unitarian Universalists, we decry the ways in which the intersectional impact of systemic white supremacy

**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

divides our human family by privileging some groups over others and thereby generating resistance to the common goal of universal equity and justice. Systemic white supremacy is a direct affront to every one of our principles. Most egregiously, we are losing lives of Black, Indigenous, and People of Color all across this nation—from long-standing ills of police violence, to hate crimes, to emerging crises of the pandemic—due to the evil of systemic white supremacy. Therefore, as Unitarian Universalists we must engage in urgent action to confront the moral crisis of our time:

- **Engage with the movement, in our communities and nation, to heal the evil of racism.** A vital and dynamic movement to overcome racism and dismantle systems of supremacy is rising across our nation and as Unitarian Universalists we must contribute to this momentum. We can fortify this movement for justice by participating in and organizing social action to denounce injustices such as police brutality, theft of native lands, environmental racism, mass incarceration, cruel responses to immigration, ableism in all its forms which discriminates and harms disabled people (with variations of body and mind), fat discrimination, criminalization of poverty, restricted reproductive rights, transphobia, lack of health care and education, and more. We can join in action outlined in the GA 2020 Actions of Immediate Witness: “Address 400 Years of White Supremacist Colonialism” and “Amen to Uprising: A Commitment and Call to Action”. Acting for justice in these important movements, we must be vigilant to the manifestations of systemic white supremacy. We must not only observe and affirm this movement, but engage in bold action with and support of people on the front lines. Actions can include street protest, advocacy, resource sharing; local, regional, and national campaigns; letter-writing, community asset building, and more. The key is organizing with strategic accountability while building sustainable communities of resistance.
- **Carry forward the recommended healing actions conveyed in “Widening the Circle of Concern”:** As with other complex and embedded social problems, undoing systemic white supremacy requires multifaceted, long-term efforts for change. This includes not only engaging in action beyond the denomination, but also internal work within the denomination to overcome the ways in which systemic white supremacy is woven into our group cultures, interpersonal relationships, and individual ingrained biases. This call affirms the wealth of knowledge and vital guidance detailed in the UUA Commission on Institutional Change report, “Widening the Circle of Concern”. Unitarian Universalist organizations and individuals are called to implement the recommendations in this report as a means to release ourselves from the limits of systemic white supremacy, which are embedded in our structures and habits, so as to allow Unitarian Universalists to live our shared values more fully and freely.
- **Build relationships across boundaries of privilege and oppression.** Through the lens of intersectionality, we understand how systemic white supremacy breeds the lie of division. From unequal access to housing, to poverty, healthcare barriers, and environmental degradation, we all suffer. When one group seeks help for a problem such as racism, another oppressed group that is a member of the dominant race may feel that the roots of its own suffering will not be addressed. Unitarian Universalists must forge relationships beyond boundaries of privilege and power as we struggle for justice for all oppressed people while continually focusing on the vital work of undoing systemic white supremacy. We believe systemic white supremacy is embedded in all oppressions in the United States. There are myriad groups to partner with on anti-racism, including groups like Black Lives Matter, Black Lives of Unitarian Universalism (BLUU), Black

**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

Youth Project, Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) (including the Asian/Pacific Islander Caucus, Native Caucus, and other active caucuses), the Mashpee Wampanoag Tribe, the Movement for Black Lives, the NDN Collective (an Indigenous-led organization), the Poor People's Campaign, and Standing Rock nation.

- **Fulfill our UU role as a spiritual anchor to BIPOC UUs.** Our UU role as a spiritual anchor to BIPOC UUs requires the financial and administrative support of the spiritual healing systems within the UUA infrastructure and programming that serves goals of BIPOC-only efforts. With the concept of reparations still in discussion nationwide, we can be a model for how to consider, with each social justice gesture, how to always consider the singular healing needs of BIPOC UUs when planning any event or effort.

As Unitarian Universalists living in a time of racialized violence, environmental crisis, and a democracy on the precipice of disaster, we must urgently engage in relationship building, internal growth and transformation, and wider justice action to undo systemic white supremacy and promote universal equity and justice in our world. May the inspiration and connections on uua.org serve as a catalyst for your ongoing journey in this vital work.

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**Business Agenda Items – Bylaw Amendments**

The Assembly adopted the following bylaw amendments included on the GA Business Agenda by a vote of two-thirds or more. Bylaw amendments were placed on the agenda by the Board of Trustees.

*Note – Underlined text was added, [bracketed text] was deleted.*

**CONSENT AGENDA**

Under the process defined by the Rules of Procedure, the Moderator proposed a consent agenda which combined non-controversial business items. The consent agenda was admitted to the business agenda with the following two bylaw amendments. It was approved by a vote of two-thirds or more.

**I. Bylaw Amendment – Timeline for President Elect to take office**

**Section 8.3. Term of Office.**

(a) Elected Officers. The elected officers shall be elected at a regular General Assembly. The President shall take office no later than 45 days after the close of such General Assembly. All other officers [and] shall take office immediately after the close of such General Assembly.

(1) President. The President shall serve for a term of six years and until their successor is elected, [and] qualified and takes office. No President shall serve more than one term; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.

(2) Moderator. The Moderator shall serve for a term of six years and until their successor is elected and qualified. No Moderator shall serve more than one term; and any partial term of

**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.

(3) Financial Advisor. The Financial Advisor shall serve for a term of three years and until their successor is elected and qualified. No Financial Advisor shall serve more than two successive terms; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.

(b) Appointed Non-salaried Officers. The appointed non-salaried officers shall serve for one or more terms of two years and until their successors are appointed and qualified.

## **II. Bylaw Amendment – Religious Education Credentialing Levels**

### **Section 5.11. Board of Review.**

(a) Members. The Board of Review shall consist of eight members, as follows:

(1) Three members who are ministers, each of whom at the time of election is in full ministerial fellowship with the Association and has held such fellowship continuously for the preceding seven years; and

(2) One member who is a Credentialed Religious Educator at the highest level granted by the Religious Education Credentialing Committee [– Master Level]; and

(3) Four members who are not ministers or credentialed religious educators, each of whom at the time of election is a member of a certified member congregation and has been a member of one or more such congregations for not less than three years as an officer or a member of the governing bodies of one or more such congregations

(b) Election and Term. Each term shall be eight years. At each regular General Assembly held in an odd-numbered year there shall be elected one person who is neither a minister nor a credentialed religious educator. At each regular General Assembly held in an odd-numbered year there shall be elected either a minister, as described in subsection (a)(1), above, or a Credentialed Religious Educator at the highest level granted by the Religious Education Credentialing Committee [– Master Level] as described in section (a)(2) above. After serving a term in office, a member shall not be eligible for re-election until after an interim of at least eight years.

### **Section 7.13. Religious Education Credentialing Committee.**

The Religious Education Credentialing Committee shall consist of seven members as follows:

(a) three members, none of whom is a parish minister, minister of religious education, community minister, a credentialed religious educator, or a director of religious education, appointed by the Board;

(b) one member who is a parish minister or community minister, appointed by the Board;

(c) one member who is a minister of religious education, appointed by the Board;

(d) one member who is a Credentialed Religious Educator at the highest level granted by the Religious Education Credentialing Committee [– Master Level], appointed by the Board; and

**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

(e) one member nominated by the Board of the Liberal Religious Educators Association and appointed by the Board of Trustees.

The Committee shall have jurisdiction over religious education credentialing with the Association as provided in Article XII thereof. The Board of Trustees shall designate a person who is not a member of the committee to be its Executive Secretary and keep its records.

**Section 12.4. Religious Education Credentialing Levels.**

The Religious Education Credentialing Committee shall adopt rules related to levels of religious education credentialing [as follows: religious education credentialing includes Credentialed Religious Educator – Associate Level status, credentialed religious educator status, and Credentialed Religious Educator – Master Level status as determined by action of the Religious Education Credentialing Committee].

**REGULAR AGENDA**

The following items were considered as part of the regular business agenda.

**III. Bylaw Amendment – Timeline for submitting Actions of Immediate Witness**

**Section 4.16. Additions to the Agenda of Regular General Assemblies**

(a) Non-substantive items related to greetings and similar matters may be admitted to the agenda by a regular General Assembly.

(b) Actions of Immediate Witness

(1) A General Assembly Action of Immediate Witness is one concerned with a significant action, event or development, the timing or specificity of which makes it inappropriate to be addressed by a UUA Statement of Conscience pursuant to the Study/Action process.

(2) No more than three General Assembly Actions of Immediate Witness may be admitted to the agenda of a regular General Assembly.

(3) The motion to admit each General Assembly Action of Immediate Witness ruled eligible is not debatable, but an opportunity for a two-minute statement of advocacy to the General Assembly for each eligible action by one of its sponsors prior to any such motion shall be provided. Admission of a General Assembly Action of Immediate Witness shall be by a two-thirds vote.

(4) Affirmation of a General Assembly Action of Immediate Witness shall be by a two-thirds vote.

(5) Actions submitted pursuant to this Section 4.16(b) must be in writing and filed with the Chair of the Commission on Social Witness or the Commission's designee by the deadline established by the Commission and announced [at the opening session of the General Assembly] on the UUA website and through UUA communications.

(c) Responsive Resolutions may be admitted to the agenda of a regular General Assembly and acted upon.

(1) A Responsive Resolution is a resolution made in response to a substantive portion of a report by an officer or committee reporting to a regular General Assembly.

(2) Affirmation of a Responsive Resolution shall be by two-thirds vote.

#### **IV. Bylaw Amendment – Timelines for Campaigns for Moderator and President**

##### **Section 9.5. Nomination of President and Moderator.**

(a) President. The Presidential Search Committee shall submit no fewer than two nominations for the office of President for an election at the end of a presidential term or for a special election. The report of the Presidential Search Committee shall be announced by [February 1] November 15 of the year before the General Assembly at which there is to be a presidential election, except in the case of a special election, in which case the report of the Presidential Search Committee shall be announced by December 10 of the year before the election.

(b) Moderator. The Board of Trustees shall submit one or more nominations for the office of Moderator for an election at the end of a Moderator term or for a special election. The report of the Board of Trustees shall be announced by [February 1] November 15 of the year before the General Assembly at which there is to be a Moderator election, except in the case of a special election, in which case the report of the Board of Trustees shall be announced by December 10 of the year before the election.

##### **Section 9.6. Nomination by Petition.**

(a) For Moderator and President. A nomination for the office of Moderator or President, for a regular or special election, may be by petition signed by no fewer than fifty certified member congregations, including at least one congregation from three of the regions of the Association. A certified member congregation may authorize the signing of a petition only by vote of its governing board or by vote at a duly called meeting of its members. Such a petition shall be filed with the Secretary of the Association, only in such form as the Secretary may prescribe, not later than February 1 of the year of the election and not earlier than the preceding [March] December 1.

(b) For other Elective Positions. A nomination for any elective position, for a regular or special election, may be by petition signed by not less than fifty members of certified member congregations, with no more than ten signatures of members of any one congregation counted toward the required fifty. A separate petition, in form prescribed by the Secretary, shall be filed for each nomination not later than May 1 of the year of the election and not earlier than the preceding October 1. A petition for nomination to the Board of Trustees must designate the position number for which the person is being nominated.

##### **Rule G-9.13.7. Length of Campaigns for President and Moderator**

(a) Non-public planning for campaigns [Campaigns] for President and Moderator, such as strategic, organizational or communications meetings, shall not begin earlier than October 1 [may appropriately begin with small campaign committee organizational meetings and mass mailing letters no earlier than November 1] of the [second] year preceding the election.

(b) Active campaigning, including public announcements or communication; virtual or in person

**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

public meetings, rallies, or events; and solicitation of endorsements shall not begin until a nomination has been announced or November 15 [prior to January 1] of the year preceding these elections.

(c) [No electioneering (defined as publicly announced meetings, rallies, or exploratory events) of any sort shall occur at the General Assembly two years preceding the elections for President and Moderator. Private meetings about campaign organization that take place outside of General Assembly booked meeting spaces are permissible.] Active campaigning during GA is permitted only during the General Assembly at which the President or Moderator is elected. Active and passive campaigning for President or Moderator during any other General Assembly is prohibited.

**V. Bylaw Amendment – General Assembly Registration Requirements**

**Rule G-4.9.8. [Payment of Registration Fee] Registration.**

All delegates, alternates and trustees must [pay a registration fee] register in order to be admitted to the floor and vote at the General Assembly.

**VI. Bylaw amendments not adopted**

The proposed bylaw amendment related to the number of nominations required of the Presidential Search Committee did not receive a two-thirds vote of support.

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**Business Agenda Items – Actions of Immediate Witness**

The Assembly affirmed the following Actions of Immediate Witness by a vote of two-thirds or more.

**I. Stop Voter Suppression and Partner for Voting Rights and a Multiracial Democracy**

WHEREAS, consistent with Unitarian Universalism’s living tradition, our Fifth Principle on democratic process, and our 2019 SOC on Our Democracy Uncorrupted, we understand democracy in the U.S. as a hope, a promise, an aspiration toward a body politic something like a Beloved Community, recognizing that the sacredness and power of each voice and vote depends on the functioning of the whole;

WHEREAS, the exclusion of women, indifference to disabled people, oppression of the poor and formerly incarcerated returning citizens, and structural racism has defeated the promise of democracy even as that promise has been periodically and partially fulfilled and the circle of “We the People” widened;

WHEREAS, this is no time for a casual faith, the guarantors of this vision and its enactment being our mutual responsibility and dedication with others, both within and outside of our faith;

WHEREAS, in 2013 the US Supreme Court gutted the 1965 Voting Rights Act, and today we witness rampant voter suppression across the nation, including restrictions on mail-in and in- person voting, voter identification laws, and greater powers vested in state legislatures [1];



**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

WHEREAS, individual votes are concentrated or diluted according to lines drawn by state legislators to serve their interests above those of the People;

WHEREAS, the right to exercise free speech through protest is under attack nationwide;

WHEREAS, money that seeks to influence politicians has muddied the purposes of politics [2];

WHEREAS, the District of Columbia, a city of roughly 700,000 people [3], continues to be the world's only capital city in a democracy lacking full and proper representation in its national legislature[4], a travesty justified recurrently on the basis of race [5];

WHEREAS, the US Supreme Court will be ruling on what remains of the 1965 Voting Rights Act, potentially further endangering access to the ballot [6];

WHEREAS, on January 6, 2021, white supremacist and nativist insurrectionists entered the Capitol, claimed that the 2020 presidential election was stolen, paraded a Confederate flag through its halls, took life and injured Capitol Police, and threatened the lives of Congresspersons, actions demonstrating the challenges we face;

THEREFORE, BE IT RESOLVED THAT We, the 2021 General Assembly of the Unitarian Universalist Association (UUA), call upon the UUA and its member congregations to:

- Engage nationally with UU actors (campaigns such as UU the Vote and organizations such as Unitarian Universalists for Social Justice) to deepen our theological grounding in issues of Democracy;
- Take action with these actors and those of interfaith and secular partners. Organize and activate our faith to call, write, witness, and advocate for relevant national legislation, including the For the People Act (S.1), the John Lewis Voting Rights Advancement Act (pending), and The Washington, D.C. Admission Act (S.51);
- Through UU State Action Networks and/or UU congregations, collaborate with local partners to combat voter suppression and other anti-democracy efforts, including those by state legislatures; and
- Work with grassroots organizations/campaigns centering those most directly affected by voter suppression and other failures of democracy. [7]

*Sources*

[1] As of May 2021, there were than 389 bills in 48 states, Brennan Center, "[Voting Laws Roundup: May 2021.](#)"

[2] Spending skyrocketed following Citizens United in 2010. According to the Center for Responsive Politics, a record-shattering \$14 billion in the 2020 election cycle, more than twice the amount spent in 2016. Forty-two percent (42%) of that spending was by ultra-rich individual donors and 22% by super PACs, political parties, and other nonprofit dark money groups. "[Most Expensive Ever: 2020 Election Cost \\$14.4 Billion](#)"

[3] The population of D.C. is greater than that of Vermont and Wyoming. United States Census Bureau, "[Change in Resident Population of the 50 States, the District of Columbia, and Puerto Rico: 1910 to 2020 \(PDF\).](#)"

[4] Johnny Barnes, Towards Equal Footing: Responding To The Perceived Constitutional, Legal And Practical Impediments To Statehood For The District Of Columbia, 13 U.D.C. L. Rev. 1 (2010). Available [online](#) (Page 48).

## **UUA General Assembly 2021**

### **DRAFT Business Meeting Minutes**

[5] In July 2019, the United States Census Bureau estimated that nearly half the population of the District of Columbia is Black or African American followed by non-Hispanic White (37.5%), Hispanic or Latino (11.3%), and Asian (4.5%). "[QuickFacts: District of Columbia](#)." D.C. Mayor Muriel Bowser has testified: "Historic records are replete with statements of successive members of Congress referencing the 'negro problem' and the 'color problem' within D.C. as a justification to withhold Congressional representation." From "[Testimony of Muriel Bowser, Mayor of Washington, DC \(PDF\)](#)," (delivered March 22 before the House Committee on Oversight and Reforms,

[6] Brnovich will be ruled on during this session of the US Supreme Court and could further endanger access to the ballot.

[7] Examples being Fair Fight and the Florida Rights Restoration Coalition.

## **II. Defend and Advocate with Transgender, Nonbinary and Intersex Communities**

WHEREAS, our faith has publicly called for transgender-affirming actions for over three decades and trans, nonbinary, and intersex people are a cherished part of Unitarian Universalism;

WHEREAS, in 2021 over 100 anti-trans U.S. state laws have been proposed, particularly targeting trans youth and trans people with the least power, enabling discrimination in sports, health care, education, birth certificates, and beyond, and at least eighteen bills have been passed in nine states;

WHEREAS, anti-trans bills use false notions of "religious freedom" and "protecting" women and children as an excuse for discrimination;

WHEREAS, Unitarian Universalism supports human rights and dignity for all, including access to employment, education, public accommodations, housing, transportation, sports and recreation, health care, voting, and public services;

THEREFORE, BE IT RESOLVED THAT We, the Delegates of the 2021 UUA General Assembly, call on Unitarian Universalists to:

1. Strongly condemn all anti-trans legislation, and demand the repeal of recently passed laws in Alabama, Arkansas, Florida, Mississippi, Montana, North Dakota, South Dakota, Tennessee, and West Virginia, and work to block all additional such bills, particularly those targeting trans youth;
2. Support passage of the Equality Act, inclusive of gender identity protections;
3. Call on President Biden to issue an Executive Order that ensures access to an "X" marker and removes medical requirements for marker changes across federal records (passports, Social Security records, etc.);
4. Call for inclusive policies at all levels of government that remove barriers and binaries, and enact gender-neutral approaches in policy (e.g., airport screenings shouldn't be gender-based, driver's licenses shouldn't need a gender marker); and
5. Work to pass laws that prohibit unnecessary medical interventions on intersex infants/children.

We further call upon the UUA and our congregations and affiliated organizations to:

## UUA General Assembly 2021

### DRAFT Business Meeting Minutes

1. Affirm that living one's identity, in terms of gender identity/expression, sex characteristics, and affectional/sexual orientation, is part of our free exercise of religion, and that religious exceptionalism that promotes discrimination abridges human rights and our free exercise of religion;
2. Support, collaborate with, and increase material inclusion of trans, nonbinary, and intersex Unitarian Universalists by:
  - o Giving power and resources to trans, nonbinary, and intersex youth, adults, and organizations;
  - o Respecting all people's self-identified names and pronouns, and all people's privacy regarding trans, nonbinary, or intersex history/status;
  - o Working to ensure accessible all-gender restrooms are available in all our spaces;
  - o Ensuring all social and spiritual practices and communications use inclusive language; and
  - o Offering rituals for name or pronoun changes and other important milestones;
3. Support local organizations led by trans/nonbinary/intersex people and efforts to defund police, decriminalize sex work, fund shelters for the unhoused, and other efforts that help trans/nonbinary/intersex people, particularly those who are low-income, BIPOC, and/or disabled;
4. Engage in regular learning about gender diversity, including the unique experiences/needs of intersex people, and help educate the broader public, particularly medical and mental health professionals; and
5. Build Beloved Community by engaging intersectional anti-racism and anti-oppression, deepening relationships across difference, sharing power equitably, and centering the leadership and needs of those targeted by multiple systems of oppression.

### Footnotes

1. For more on the record-setting number of anti-trans bills proposed in 2021, see "Pride: 2021 Has Set a Record in Anti-Trans Bills in America," PBS News Hour, June 6, 2021, and "2021 Officially Becomes Worst Year in Recent History for LGBTQ State Legislative Attacks as Unprecedented Number of States Enact Record-Shattering Number of Anti- LGBTQ Measures Into Law," Human Rights Campaign, May 7, 2021.
2. The Side with Love campaign has been supporting UUs in advocating for the Equality Act and is hosting an #EqualityTime Action Hour during General Assembly. For more on the Equality Act, see "It's Time to Pass the Equality Act," Freedom for All Americans.
3. For more on the campaign calling for an Executive Order addressing inclusive IDs, see "They The People: Accurate Gender Markers for All," ACLU, last updated June 8, 2021.
4. For more on advocating for intersex rights, see "Intersex Legislation and Regulation," InterACT.
5. For more on the tactics and hate-group background of many of the entities advocating for anti-trans legislation, see "The New Wave of Anti-Trans Legislation is Based on Very Old Arguments and Ideas," The Washington Post, June 14, 2021; "State Anti- Transgender Bills Represent Coordinated Attack, Advocates Say," NBC News, February 17, 2021; and "Lawmakers Can't Cite Local Examples of Trans Girls in Sports," AP News, March 3, 2021.

**UUA General Assembly 2021**  
**DRAFT Business Meeting Minutes**

6. For more on the experiences of trans/nonbinary Unitarian Universalists, see "Report on the Experiences of Trans Unitarian Universalists," TRUUsT, January 2019.

**III. The COVID-19 Pandemic: Justice. Healing. Courage.**

Unitarian Universalists are heartbroken. Three million people have died in the world and millions more endure poverty because of the COVID-19 pandemic. Lessons learned during the 2020-2021 plague force us to look at the American healthcare system. The extreme inadequacy and inequity in medicine and public health has been exposed. The current disorganized mix of private insurance and government programs has failed to cover and protect all US residents.

Some demographic groups are disproportionately disadvantaged. BIPOC (Black, Indigenous, People of Color) experience high infection, hospitalization and death rates because of COVID-19. The elderly and people with disabilities have been hit especially hard. The medical needs of LGBTQ+ people have often been ignored. Lower-income communities and front-line workers have been exposed to health and safety hazards while lacking adequate protection, representation and medical insurance.

We want systemic change. Unitarian Universalists recognize the need to build just and equitable infrastructures for medical care and public health, in labor and community organizing, and in congregation-based programs for social and personal wellness.

THEREFORE, BE IT RESOLVED that this General Assembly affirms its commitment to create a healthcare system that is accessible, comprehensive, equitable and culturally acceptable. We agree with the World Health Organization that health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.

On March 17, 2021, Reps. Pramila Jayapal and Debbie Dingell introduced The Medicare for All Act of 2021 - PNHP; we urge letters to Representatives to join the current 116 co-sponsors of this landmark legislation.

Congregations are on the frontlines in healthcare. We ask the Unitarian Universalist Association to continue its good work in developing congregation-based programs for mutual aid, education, advocacy, healing and wellness. Global problems require global solutions. We ask the US government to work with the World Health Organization and other agencies to make vaccinations and essential medical services available to all people in all nations.

We are concerned about the COVID-19 pandemic, the recovery period and future emergencies. National problems require constitutional, legislative and executive solutions. The state of healthcare, pandemic prevention, socio-economic disparity and labor practices in the United States requires fully-funded Federal Study Commissions and implementation. We ask the Unitarian Universalist Association, our congregations, social justice organizations and interfaith partners to work together to research and demand Federal solutions.

We are grateful for the healthcare workers, teachers and social workers, food and transportation workers, and many others who have cared for people during recent emergencies. All workers need adequate protection, compensation and representation. We support the intent of the PRO Act, HR-842, Protecting the Right to Organize, for labor law reform and advocate its passage.

**Responsive Resolutions**

The Assembly affirmed the following responsive resolutions by a vote of two-thirds or more.

**I. GA 2021 Responsive Resolution to Include Systemic Anti-Racism in Principles**

The Article II Study Commission stated in its report that it is requesting feedback about what to include in its recommendation for revising Article II, the Principles, Sources, and Purposes, of the UUA Bylaws. For that reason, we ask the Article II Commission and the Board to ensure proposed changes to Article II include in the Principles a clear and direct statement that accountable systemic anti-racist and anti-oppressive actions to build Beloved Community are part of what it means to be Unitarian Universalist.

**II. “Creating a More Just Future Through Divesting from Pipelines and Investing in Young People”**

WHEREAS, the Report to the UUA General Assembly; Progress on 2020 Business Resolution, Embodying Human Rights in Our Investment Decisions submitted by UU Common Endowment Fund shows what limited progress the UUA has made on the Business Resolution; and

WHEREAS, the Report states that “the current Socially Responsible Investment Guidelines (rev. December 2019) offers strong language on our commitment to incorporating human rights into our investment decisions”; and

WHEREAS, the commitments uplifted in the report are “The UUCEF favors investment in companies with explicit human rights principles, encompassing the rights of indigenous peoples and immigrants and addressing racial justice. We seek to invest in companies that fulfill the responsibility to respect human rights as articulated in the UN Guiding Principles on Business and Human Rights.” and “A company may be excluded if it provides significant financing or other financial services to, derives a material percentage of its revenues from, or sources a material percentage of its raw materials from a country or area, i) demonstrating a prolonged and systematic pattern of human rights violations or ii) where significant human rights violations have been widely documented”; and

WHEREAS, the Annual Report to the 2021 General Assembly submitted by UU Common Endowment Fund (hereafter referred to as the UUCEF) shows the net assets for the fiscal year 2019-2020, reaching 198 million dollars; and

WHEREAS, this aforementioned Annual Report does not include the fiscal year 2020-21 holdings report ([Holdings-as-of-3-31-2021.pdf \(uucef.org\)](https://www.uucef.org/holdings-as-of-3-31-2021.pdf)), showing net assets reaching 253,787,127.07 dollars, which means that during the Covid-19 pandemic, the CEF grew by over 50 million dollars; and

WHEREAS, the 2020 Business Resolution, “Embodying Human Rights in Our Investment Decisions”, affirmed that UUCEF will “undertake a comprehensive review of the UUCEF’s SRI Guidelines with regard to human rights concerns, identify significant gaps, if any, and amend the guidelines as necessary;” and

WHEREAS, the aforementioned 2020 Business Resolution requested the “UUA to formalize mechanisms for communication between its SRI and Investment Committees and UU social justice groups, congregations and individual UUs concerned about social justice issues

**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

regarding development and implementation of the UUCEF's SRI Guidelines and the impact of UU SRI initiatives;" and

WHEREAS, the UUCEF is currently invested in banks and other corporations that profit from fossil fuel extraction and the exploitation of human labor; the white supremacist intentions being uplifted by individuals in this General Assembly are a clear reflection of the intentions of these large financial institutions; and,

WHEREAS, the aforementioned 2020 Business Resolution states "UUA shall not take any action that is inconsistent with its fiduciary duty or that is incompatible with the principles of sound investment;" and reports show investing in fossil fuel companies is increasingly considered an inefficient investment; and,

WHEREAS, the Enbridge Line 3 pipeline is violating human rights by currently being built without the free, prior and informed consent of Indigenous nations; and several UU justice organizations and UU individuals recently took direct action to stop Line 3; and,

WHEREAS, climate change is a moral issue, with its roots tracing back to ongoing systems of exploitation connected to white supremacy, capitalism, and patriarchy. Addressing it necessitates addressing the interconnectedness of social, political and environmental injustices; and the 2020 Action of Immediate Witness "call[s] upon the Unitarian Universalist Association and its member congregations to: ... Work to stop and reverse ecological harm in genuine collaboration with and taking leadership from communities most consistently and harshly impacted by extractive exploitation of land, water, air, and all beings"; and,

WHEREAS, Youth and Young Adults are inheriting a world affected by these negative changes, felt first and primarily by Black, Indigenous and other People of Color; marked by more unstable climate as well as socioeconomic conditions; and,

WHEREAS, the current SRI Guidelines permitted the UUCEF to profit from corporations benefiting from exploitation, climate crisis, colonization, and the ongoing Covid-19 pandemic, including but not limited to Enbridge, JP Morgan Chase, Amazon, Walmart, Bank of America, Uber Technologies INC, Facebook, ConocoPhillips, Comcast, General Mills, Blackrock, Microsoft, Chevron, Wells Fargo, and a number of other extractive corporations; and,

WHEREAS, the 2014 Business Resolution, "Fossil Fuel Divestment," called on Unitarian Universalist congregations and individual Unitarian Universalists "to review their congregational and personal investments with a view to taking action to end climate change"; and,

WHEREAS, the aforementioned 2020 Responsive Resolution, "Supporting and Investing In Youth and Young Adults in Unitarian Universalism" also affirmed a commitment to investing in Youth and Young Adults; including "Requests that the UUA Board of Trustees require and facilitate participation of youth and young adults on the accountability commission proposed in the Commission's report" and "Invites congregations to incorporate input from youth and young adults in congregational decision-making processes, including youth leadership on congregational and district/regional boards, recognizing that many younger Unitarian Universalists often are excluded from decisions that directly affect their community and faith development"; and,

WHEREAS, our 5th Principle calls us to affirm and promote "The right of conscience and the use of the democratic process within our congregations and in society at large"; and,

**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

WHEREAS, our 6th Principle calls us to affirm and promote “The goal of world community with peace, liberty, and justice for all”; and,

WHEREAS, our 7th Principle calls us to affirm and promote “Respect for the interdependent web of all existence of which we are a part”; and,

WHEREAS, the 8th Principle, adopted by a significant number of UU congregations, calls us to affirm and promote “journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

BE IT RESOLVED that the 2021 General Assembly of the UUA urges the UUCEF to

1. create a transparent, public process to encourage wide and equitable participation of UU congregations, justice organizations and individuals in the comprehensive review of SRI Guidelines, with a clear timeline; and,
2. only undertake this comprehensive review of SRI Guidelines with the active participation of at least five Young Adults, or ten percent of a review committee (whichever is larger), as selected by a transparent process determined by the wider UU Young Adult community at General Assembly;

BE IT FURTHER RESOLVED that the 2021 General Assembly of the UUA urges the UUCEF to immediately and completely divest its holdings from financial institutions currently funding the Line 3 pipeline, including JP Morgan & Chase, Wells Fargo, Bank of America, Citigroup, and RBC.

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**Election Results**

For the competitive election for Board of Trustees Position 8, 2217 ballots were submitted, representing 44.5% of eligible ballots. The results were:

- Rev. Sam Trumbore – 87% (elected)
- Jay Kiskel – 13%

The following individuals were declared elected because their nominations were uncontested:

**Board of Trustees:** JeKaren Olaoya, Rev. Elizabeth Mount

**Financial Advisor:** Lucia Santini Field (special election, term expires 2022)

**Commission on Appraisal:** Adrian Graham

**General Assembly Planning Committee:** Chelsea Surfus

**Nominating Committee:** Tim Atkins, Rev. Danielle Di Bona, cristy cardinal

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**UUA General Assembly 2021**  
DRAFT Business Meeting Minutes

**Credentials Report**

The final credentials report of the Secretary of the Association (as corrected) for delegates accredited and attending the 60th General Assembly of the Unitarian Universalist Association, is as follows:

- 1732 member delegates
- 418 minister delegates
- 133 religious educator delegates
- 3 associate member delegates
- 26 delegates from the Church of the Larger Fellowship (included in member delegate count)

There were a total of 2301 delegates representing 657 congregations. These came from forty-nine states and the District of Columbia, as well as Canada, Mexico and the Philippines.

Total registration for the Assembly was 4227, including 37 youth, representing 752 UUA congregations.

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**Closing**

The Assembly was adjourned *sine die* by Co-Moderators Du Mond and Riley at approximately 5:00 p.m. on Sunday, June 27, 2021.

Respectfully submitted,

/s/ Carey McDonald,  
Executive Vice President