

2025 UUA IMPLEMENTATION PLAN / RESOURCE GUIDE

WIDENING THE CIRCLE RESOURCE GUIDE

The Widening the Circle Resource Guide provides Unitarian Universalists a curated package of major resources for advancing anti-racism, anti-oppression, and multicultural (ARAOMC) flourishing in your congregation or community.

FROM THE UUA EXECUTIVE TEAM

June 10, 2025

Beloveds,

The spiritual and material work for anti-racism, anti-oppression, and multicultural (ARAOMC) flourishing within our Unitarian Universalist communities is deep and requires our ongoing attention. As members of the UUA Executive Team, we are energized and humbled to play a part in this critical work with our congregational and community collaborators.

Since the Commission on Institutional Change (CoIC) was appointed in 2017 to make recommendations for transformation—which were published in their 2020 report, *Widening the Circle of Concern (WCC)*—there have been shifts in our UU cultures towards:

- An understanding that we cannot faithfully advocate equity and justice in the broader world without seeking equity and justice within our own communities
- Ensuring that people in historically underrepresented and marginalized identities are in leadership roles and have their communities' perspectives lifted up at decision-making tables
- Investing resources in ways that acknowledge sustainable long-term needs for transformation work, that ARAOMC is not a “one and done” scenario
- A both/and approach to integrating ARAOMC knowledge and skills across all areas of ministry, while also making concentrated resources, leadership, and expertise available
- An abiding promise that this work is not an add-on to our faith, but central to our understandings of the discipline, foundation, and power of a liberating Love

To this end, the UUA and our UUA staff serve among the web weavers, helping us embrace our web of interdependence by providing resources for our journeys. At the UUA, we have made the WCC recommendations core priorities for the past few years, and it has profoundly shaped our programs and offerings to congregations. Some highlights in this Resource Guide include: our Shared Values, the Mosaic antiracism hub, the Side With

Love justice organizing campaigns, the UU Common Endowment Fund's Social Impact Investing, and the HOPE for Us Conflict Engagement Team.

We celebrate the fruits of these last eight years of effort. The items in this Resource Guide represent a curated selection of outward-facing resources the UUA has funded, supported, or created from 2017 to 2025. It is not a sum total of our work on the WCC recommendations, as we have also engaged numerous internal process and structure changes. This Resource Guide focuses on opportunities for you to directly engage—to read, to learn, to join.

While this Resource Guide represents our fifth and final formal implementation report about the UUA's work to Widen the Circle, future updates will be included in our regular UUA Staff Report or UUA President and Executive Officers' Report, because this work is integral to all that we do. It has been built into the firm foundation of our staff, programs, and budgets. And, there remain areas of the WCC report that we continue to explore, pointing the way forward for future possibilities for our work.

We also recognize that the WCC report contained recommendations not only for the UUA, but also for our related organizations, our theological, identity, and professional groups, our seminaries, our congregations, and more. We recognize the great transformative work that so many of us have engaged across Unitarian Universalism, and we hope this Resource Guide provides meaningful support as we continue this journey together.

As always, we invite and encourage continued engagement with ARAOMC and Widening the Circle work from UU congregations and organizations. In addition to the resources you will find in this guide, you can:

- Share your congregational/community progress around Widening the Circle or ask an unanswered question by [filling out our feedback form](#).
- Engage with a [Meet the Moment Wave Cohort](#).

In liberating love,
Your UUA Executive Team

Jessica York (she/they), Director of Congregational Life
Rev. Ashley Horan (she/her), Vice President for Programs and Ministries
Rev. Nancy McDonald Ladd (she/her), Director of Communications and Public Ministry
Nicole Pressley (she/her), Director of Organizing Strategy
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Dr. Janice Marie Johnson (she/her), Director of Ministries and Faith Development
Carey McDonald (they/them), Executive Vice President
Rev. Dr. Sofía Betancourt (she/her), President
Rev. Lauren Smith (she/her), Director of Stewardship and Development
Rev. Shige Sakurai (they/them), Special Assistant for Equity, Belonging, and Change

CORNERSTONES

Engage our three major Resource Guide cornerstones:

- [Shared Values](#). Ground your spirituality in our covenantal values, centered in liberating Love. These values include Interdependence, Pluralism, Justice, Transformation, Generosity, and Equity.
- [Mosaic Antiracism Hub](#). Engage congregational anti-racism and lifespan learning curricula, learning/practice communities, theological grounding, and resource libraries and guides.
- [Side With Love](#). Organize for justice through the UUA's campaign work on democracy, reproductive and trans rights, decriminalization, and climate justice.

Sign up for the [Mosaic newsletter](#) and the [Side With Love newsletter](#)!

READING & LEARNING

Engage with this curated selection of UU books, articles, and trainings to build your knowledge and skills for anti-racism, anti-oppression, and multicultural flourishing in your UU congregation and communities.

Continuous Transformation

Transformational work for diversity, equity, and belonging is not a one-time event; it's a continuous process. UU World offers a couple articles that explain this framework and provide tools for engaging with transformation.

- [Read about Transformation as a Way of Life for UUs](#)
- [Learn about Five Spiritual Practices for Transformation](#)

Love at the Center

At the foundations of UUA covenants and Shared Values is the spiritual discipline and power of liberating love. A new anthology, Love at the Center, explores this topic and helps us understand this theological grounding.

- [Read the Love at the Center anthology](#)

UU Common Read

Each year, the UUA names a UU Common Read and provides curricula for congregations and communities to engage with the selected book. Recent books have included critical topics in multicultural and anti-oppressive work, including [On Repentance and Repair: Making Amends in an Unapologetic World](#) and [Mistakes and Miracles: Congregations on the Road to Multiculturalism](#).

- [Immerse in current or past UU Common Read materials](#)

Tending Covenant

The UU Institute invites congregational leaders to support congregations and covenantal communities in practicing faithful communication and creative conflict. Deepening covenant is critical to justice, equity, and belonging.

- [Enroll in Tending Covenant: Training for Right Relationship Teams](#)

Anti-Racism Histories

Learn about UUA's history with anti-racism, including the complicated Black Empowerment Controversy and our commitment to a multicultural Beloved Community – aiming to accountably dismantle racism in ourselves and our institutions.

- [Enroll in The Journey to Jubilee: Stories of Anti-Racism Efforts](#)

UU Books on Race/Ethnicity

In addition to the various UU books referenced across this guide, Skinner House, the UUA's in-house publisher, has several new and books with a focus on race/ethnicity, including these powerful offerings:

- [BLUU Notes: An Anthology of Love, Justice and Liberation](#)
- [The Rough Side of the Mountain: Black Women's Ministries in Unitarian Universalism](#)
- [The Darkness Divine: A Loving Challenge to My Faith](#)
- [A Fire at the Center: Solidarity, Whiteness, and Becoming a Water Protector](#)
- [Imani Rituals: Nurturing African Spiritual Heritage](#)
- [Spilling the Light](#)

COMMUNITIES & PROGRAMS

Discover and join some of the affinity communities of UU's who are youth, emerging adults, BIPOC, and/or trans/nonbinary. Or, join programs and groups about LGBTQ+ welcome and disability access in your congregation/context.

Youth & Emerging Adult Resources

Youth and emerging adults are integral to our UU congregations and communities. We especially highlight Deeper Joy—an evolving compilation of games, songs, activities, and practices designed for community builders, activists, educators, and anyone interested in fostering inclusive, multigenerational communities.

- [Explore community-building activities through Deeper Joy](#)
- [Learn about additional Youth and Emerging Adult programs/resources](#)

BIPOC Resources

UUs who identify as Black, Indigenous, or People of Color (BIPOC) are invited to communities of support, spirituality, and connection—including Diverse & Revolutionary UU Multicultural Ministries (DRUUMM) for all BIPOC UUs (an independent group with UUA

financial support), Black Lives of Unitarian Universalism (BLUU) for Black folks (an independent group with past UUA fundraising support), Taproot for BIPOC congregational leaders, and Thrive for BIPOC Youth and Young Adults.

- [Become a member of DRUUMM](#)
- [Become a member of BLUU](#)
- [Join the next Taproot gathering for BIPOC congregational leaders](#)
- [Join the next Thrive gathering for BIPOC youth & young adults](#)

Disabilities Resources

Disabled UUs and those in solidarity and promoting accessibility have a variety of opportunities available from both the UUA's disability and accessibility resources and from EqUUal Access (an independent group with UUA financial support).

- [Become a member of EqUUal Access](#)
- [Engage with the UUA's disability and accessibility resources](#)

LGBTQ+ Resources

LGBTQ+ and allied UUs can renew their participation in the UUA's Welcoming Congregations Program and subscribe to the UPLIFT newsletter. Trans/nonbinary+ folks are also offered gathering space through the UUA.

- [Get involved in the UUA's LGBTQ+ programs](#)

FINANCIAL RESOURCES & STEWARDSHIP

Learn how your UU congregation can invest your endowment in positive social justice impact to live into our values, and ways justice organizers and UU spiritual cultivators can get funding/support.

Social Impact Stewardship

UU Congregations participating in the UU Common Endowment Fund (UUCEF) are investing in social justice impact and UU values and ethics.

- [Learn about and join in Socially Responsible Investing through the UUCEF](#)

UU Cultivators Collaborative

The UUA is investing the Fund for New UU Communities into leaders of new spiritual communities serving BIPOC, LGBTQ+, disabled, and other historically marginalized communities within our faith.

- [Learn about or apply to the UU Cultivators Collaborative](#)

Funds for Social Justice

The UU Funding Program distributes grants of up to \$15,000 for non-UU groups organizing systemic changes that reflect values of inclusion, fairness, and diversity.

- [Learn about or request grants from the UU Fund for a Just Society](#)

Holdeen India Program

Honoring longstanding solidarity and friendship with India, the Holdeen India Program promotes UU global commitments to compassion, equity, and peace by funding humanitarian initiatives, education, and livelihood development.

- [Learn about or contribute to the Holdeen India Program](#)

RELIGIOUS PROFESSIONALS & BOARD RESOURCES

Check out this curation of resources supporting diversity, equity, and belonging tailored for use by UU religious professionals and congregational board leaders.

Conflict Engagement

The HOPE for Us Conflict Engagement Team supports UU congregations experiencing deep-set conflict through relationship-based coaching and transformation work designed to restore covenant, trust, and vitality to the congregation.

- [Learn about HOPE for Us](#)

Board Training

The UU Institute provides a congregational board training intertwining equity and belonging with spiritual growth and leadership development. Self-paced modules offer case studies and goal-setting materials, helping your board develop relationships, common language, and practices.

- [Enroll in the UU Board Foundations Training](#)

Staffing for Diversity

Staffing your UU congregation to embrace diversity, equity, and belonging requires deep work across values/purpose statements, job designs, hiring processes, and creating and sustaining a supportive workplace.

- [Review UUA resources on Staffing for Diversity](#)

Transitional Ministry Support

Congregations and religious professionals in transitional ministries can widen circles of belonging. The UUA provides enhanced transitional ministry resources, reflecting anti-racism, anti-oppression, and multicultural commitments.

- [Read about Transitional Ministry supports](#)

Authentic & Diverse Leadership

Seeds of a New Way: Nurturing Authentic & Diverse Religious Leadership, explores how to foster and nourish inclusive and thriving congregational leadership.

- [Read *Seeds of a New Way*](#)

BIPOC and/or Trans Professionals Resources

Trans/nonbinary+ folks who are religious professionals in UU spaces can join Transgender Religious professional UUs Together (TRUUsT), an independent group with UUA financial support.

- [Join TRUUsT for trans+ religious professionals](#)

The UUA provides an annual retreat and monthly virtual gatherings for BIPOC religious professionals, called Finding Our Way Home.

- [Learn about Finding Our Way Home](#)

The UUA maintains the President William G. Sinkford Fund for BIPOC students pursuing a Masters of Divinity.

- [Apply for the Sinkford Scholarship](#)