

CREATING A SEXUALLY HEALTHY AND RESPONSIBLE UUA

Emphasizing Sexually Healthy and Responsible Boundaries

Presentation to the UUA Board of Trustees
April 10, 2014

The Reverend Debra W. Haffner
Religious Institute

Religious Institute on Sexual Morality, Justice and Healing

- ❖ Founded in 2001
- ❖ Multifaith network advocating for sexual health, education and justice
- ❖ More than 6400 religious leaders – more than 50 faith traditions – endorse our documents
- ❖ “Pastors for Sexual Health, Prophets for Sexual Justice”

Sexual Health Framework

- ❖ Sexually Healthy Adult 1991
- ❖ Sexually Healthy Religious Professional 2002
- ❖ Sexually Healthy Congregation 2008
- ❖ Sexually Healthy and Responsible Seminary 2008
- ❖ Sexually Healthy and Responsible Denomination 2010

Sexually Healthy and Responsible Denomination

- Policies, Procedures, By-Laws
- Full Inclusion of Women in Denomination Leadership
- Full Inclusion of LGBTQI
- Sexually Healthy Religious Professionals
- Sexually Healthy Congregation Programs and Policies
- Lifespan Sexuality Education
- Sexual Abuse, Sexual Harassment, Sexual Misconduct Prevention
- Prophetic Witness for Sexual Justice

Religious Institute Study of the UUA As A Sexually Healthy and Responsible Denomination 2009-2010

- More than 40 Documents
- Interviews with 20 Key Staff
- Analysis of World, World Online, GA Program Books
- Electronic Ministers Survey
 - ▣ 1 275 ministers surveyed
 - ▣ 41 % Response Rate
- District Staff Survey
 - Funded by the Unitarian Universalist Veatch Program at Shelter Rock

Top Denomination Findings

STRENGTHS

- Prophetic Witness in Public Square
- Gender Equity in Leadership & Clergy
- Full Inclusion of Lesbians & Gays
- OWL Curricula

Top Denomination Findings

AREAS TO IMPROVE

- Non-Discrimination to Full Inclusion-Revise Section C-2.3 DONE
- Recommitment to:
 - ▣ OWL – training, supervision, updates JUNIOR HIGH IN PROCESS
 - ▣ LGBTQI – update welcoming handbook, BTQI materials SOME IMPROVEMENT
 - ▣ Prophetic witness on sexuality education & reproductive justice ONGOING
- Upgrading sexual harassment/misconduct prevention and response PARTIALLY DONE

Changes Since Study

- **MFC New Competency on Sexuality, 2010-11**
 - **Sexual Health, Sexual Boundaries, Sexual Justice**
 - *“Candidates are expected to be knowledgeable about sexuality issues in ministry, including sexuality education, BGLTQI issues, sexuality concerns of adults and adolescents for pastoral care and public witness. Candidates are expected to demonstrate a commitment to sexual justice in our Association and in society. One sexual harassment prevention learning experience is required.”*
- **Draft Institutional Apology for Victims of Professional Misconduct**
- **Revised UUA Personnel Policies**
- **Online Sexuality Courses For Candidates, Ministers, & Religious Educators**

Revised UUMA Code of Conduct

“I will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person I serve as a minister.”

June 2013

Changes in Human Resources Employee Manual

- Any allegations of physical or sexual abuse/assault must be reported to supervisor and HR
- Clarification of Board/Staff, Staff/Supervisor, Same Staff Group Relationships [still needs staff/committees]
- Erotic material may not be accessed at work
- “Sex” and “Gender” added to list of harassment/offensive remarks not tolerated

Other Changes Implemented (continued)

- Sexual Harassment Training Provided Biannually to UUA Staff
- Increase in OWL Staff Time
- OWL Middle School in Revision
- New Guidelines for Youth Events
- Revised Code of Ethics for Adults and Youth
- Dramatic Increase in Sexuality-related articles in World, World Online
- Sexual Harassment policies for GA Program Book For First Time

What's Left To Do?

ADMINISTRATIVE

- “Personnel Policy for Religious Organizations”
Template for Congregations not consistent with UUA policies
- Distribute full inclusion policy templates to congregations

FULL INCLUSION OF WOMEN

- Actually fewer women at leadership level since 2009 study
- Leadership Council is 33% women (Gender Equity Goal?)
- One of last of mainlines without woman president ever—run two women candidates in 2016?
- Analysis of clerical and financial management areas, including pay equity?

Full Inclusion of LGBT

- 78% Welcoming Congregations
 - ▣ 59% Do Not Have Current Task Force
 - ▣ 68% more than 5 years ago
- B & T need emphasis
- Few congregations have done renewal process; make mandatory at 5 to 10 years to continue designation?

Full Inclusion of LGBTQ persons

- Welcoming Handbook Now 15 Years Out of Date
- Living the Welcome 10 Years Old, “Opportunity to Renew” Rather Than Strong Encouragement
- UUA no longer seen as leader in denominations
- B & T need emphasis, T much better than B
- Materials Needed on Intersex and Gender Variant Children
- Materials Needed on Engaging LGBTQ Youth
- Encourage Outreach for LGBT members

Sexually Healthy Religious Professionals

- Last MFC Training 2011 ?
- Training Never Done for District/Region Staff
- LREDA, Musicians, and Administrators Need Code on Sexual Behaviors Similar to UUMA
- Misconduct Training Prevention Requirements at Meadville and Starr King
- Sexuality Requirement in Religious Educators Credentialing

Sexually Healthy Congregations

Congregation Program and Policies

□ 78% LGBT ministries

Relationships w/ community BGLT organizations	79%
Allow BGLT groups to use building	64%
AR/AO programs	47%
BGLT family support groups	15%
Marriage/couples enrichment	14%
Groups for BGLT teens	12%
AIDS ministries	9%
Groups on divorce	8%
Support groups for survivors of abuse	4%

Sexually Healthy Congregations

- National Emphasis on Sexually Healthy Congregations
- Biannual Training for District and Region Staff
- Encouraging Use of Assessment Tool by Congregations
- Implementation of Full Range of OWL
- Emphasis on Welcoming Renewal
- Emphasis on Safer Congregation Policies

Lifespan Sexuality Education

Sexuality Education

- 68% OWL at some level
 - ▣ 66% junior high
 - ▣ 42% high school
 - ▣ 30% 4th – 6th grade
 - ▣ 16% K – 2nd grade
 - ▣ 11% Adult, 6% parent, 5% YA
- No monitoring or supervision of OWL volunteers
- Training offered PRIOR to teaching
- 48% of congregations no guidelines for teen youth groups

OWL Issues

- Increase Staffing?
- Fund and Update Other Curricula?
- Required Training Update Minimum Every Three Years? Continuing Education?
- Supervision Expectations of OWL Teachers
- Certified religious educators & DRE's required to take OWL

Safer Congregations: Congregation Findings

Abuse, Harassment, and Misconduct Prevention Policies and Procedures

- ❑ 70% do NOT have safe congregation committee
- ❑ 33% no written safety policy
- ❑ 55% who have don't publish policy, additional 33% don't know
- ❑ 80% no education for parents on sex abuse prevention
- ❑ 78% no policies or procedures on sex offenders
- ❑ Need TRAINED person in each district/region

Commitment to Sexual Abuse, Harassment, Misconduct Prevention and Response

- Need Separate Study
- Need Analysis of All Past Report Recommendations with Status/Reason Where No Action Taken
- Need Streamlined, Clearly Articulated, Standard Process for Responding to Complaints: Applied to Staff, BOT, ministers, religious educators, other professionals.
- Prominent Section on Web Site; Streamline Process
- Codes for Religious Educators, Musicians, Administrators With Training
- Similar Investigation/Process for MFC/UUMA/Staff And Biannual Training
- Moderator/BOT Apology 2014 For Past Misconduct With Commitment for Future

Sexual Justice in Public Square

- Renewed Emphasis on Sexuality Education in Public Schools
- Connect OWL to public schools
- Implementation of Reproductive Justice
- Continue to monitor publications, website, publishing for attention to sexuality and sexual justice issues

Remaining Religious Institute Efforts

- Safer Congregations Designation Initiative
- List of UU Sexuality Professionals Available for Consultation
- Technical Assistance and Training As Requested
- Post Veatch Funding Agreement
- BOT might consider 2015 ministers/lay leaders/
regional update study



QUESTIONS?

Thank You!

Rev. Debra W. Haffner

Religious Institute

haffner@religiousinstitute.org

www.religiousinstitute.org

@revdebra

203 222 0055
Religious Institute 2014