

Recommended Actions for Governance

The Governance chapter is found on pages 21-37 and the actions are summarized on pages 172-173 of “Widening the Circle of Concern.”

In your small group, please consider these questions:

- Which recommendations here does the board have full authorization to enact?
- Which recommendations are the low hanging fruit?
- Which recommendations require by-law changes?
- Which recommendations involve complex relational work?
- Which recommendations feel like the most important strategically?
- Which recommendations seem like the best ones to begin with?

(Numbers have been added to specific actions for ease of reference.)

The Board of Trustees and the president of the Association should articulate clear goals, plans, and measures toward a liberatory Unitarian Universalism for our times.

1. **Action:** Review the regional system to see which regions are working well and address those that are not, as this structure is critical to efforts to spread best practices of diversity, equity, and inclusion.
2. **Action:** Complete the Article II review as mandated by the UUA bylaws with the call for diversity, equity, and inclusion as a lens used.
3. **Action:** Adopt an implementation plan toward the areas of this report with annual targets and outcomes through 2025, with an annual review of progress toward these goals, with these goals reported at General Assembly and to the congregations.
4. **Action:** Articulate the tools for power analysis that enable leaders to understand and rebalance power at all levels of Unitarian Universalism. Build on the existing work of the Unitarian Universalist Association’s Board of Trustees and develop a methodology that can be used at all levels of Unitarian Universalism.

Governance within the Association needs streamlining, as outdated and duplicative structures exist. The unnecessary complexity of the current Unitarian Universalist governance structures is biased toward the more privileged, who have the time and resources for extensive volunteerism.

5. **Action:** Reexamine the current governance structure and identify changes that will allow a more agile and flexible structure that can meet the challenges of a rapidly changing religious landscape. The review should include a reexamination of the recommendations around the roles of the president and the moderator that were contained in the 1993 report by the Commission on Governance, chaired by Rev. Dr. Wayne Arnason.
6. **Action:** Form an alliance of UU organizations, including professional associations and affiliated groups, committed to creating equitable, inclusive, and diverse practices to allow learning, collaboration, and development of a common set of standards.
7. **Action:** Establish covenantal agreements with affiliate organizations that also understand the need for accountability, adaptability, collaboration, faith grounding, and continued education toward equity, diversity, and inclusion.

8. **Action:** Repurpose the resources of the JTWTC toward the anti-oppression goals of this report. (The JTWTC should not be disbanded until a new structure is approved.)
9. **Action:** Provide an expanded opportunity for youth and young adult leadership development and programming at the Associational level, with a grounding in equity, inclusion, and diversity and responsive to the challenges these generations face today.

Misconceptions about the nature of our congregational polity should be addressed as they are used to empower individual ministers and lay leaders to maintain a stagnant and exclusionary status quo.

10. **Action:** Promote a more accurate understanding about what congregational polity is, especially its covenantal nature and its relationship with our belief in the inherent worth and dignity of people and their ability to participate in decision making through a values frame.
11. **Action:** Audit leadership experiences, including online spaces tooled for accessibility across income levels, and make strategies for equity, inclusion, and diversity a part of these, as well as accurate information about the covenantal nature of congregational polity. Make practical education in anti-oppression work part of all UUA regional gatherings.
12. **Action:** Incorporate principles of covenant into anti-oppression work across all UU organizations.