

Ends 2.1, 2.4 Monitoring Update

Given that the Board committed to reconsidering Executive Limitations ends, this report serves as an update on progress towards each end without a formal monitoring decision.

2.1 Treatment of People

With respect to interactions with people, the President shall not cause or allow conditions, procedures, or decisions that are unsafe, undignified, disrespectful, unnecessarily intrusive, or oppressive.

The Administration broadly understands this to include policies and practices that advance diversity, equity and inclusion, and provide complaint and feedback processes for when we fall short. The following policies are already in place:

- **Non-Discrimination** – UUA bylaws require non-discrimination with respect to race, ethnicity, gender, sexual/affectional orientation, family, age, language, citizenship or economic status. We affirm and practice this policy of non-discrimination in hiring, staff reviews and development, in the workplace and in programmatic offerings.
- **Affirmative Action** – We practice affirmative action in hiring, and compile annual reports on staff diversity per federal EEO standards.
- **Anti-Harassment** – We have an anti-harassment policy for all the identity categories named in the non-discrimination clause, and maintain a system for reporting harassment and addressing reported issues.
- **Congregational Complaint System** – We have a system to receive congregational complaints around unsafe or oppressive dynamics through our Safer Congregations team, which advises congregations how to address children and youth safety policies, identity-based conflict, limited access agreements, building and physical safety, and more.
- **Ministerial Complaint System** – We receive complaints against fellowshipped ministers regarding misconduct or other violations of their code of ethics, and support the Ministerial Fellowship Committee in its investigation and due process for accused ministers up to, and including, termination of fellowship.

Additionally, the Administration has made substantial investments in the past six months in creating an anti-oppressive organization for our staff and constituents. These investments include:

- **Commission on Institutional Change** – In addition to funding the Commission’s full request of \$500,000 over two years, considerable staff time is being spent to buttress the Commission’s work and aide in its review of UUA data, archives and processes.
- **Teach-Ins** – Following the UUA staff’s participation in the first grassroots-organized White Supremacy Teach In last spring, we have hosted three subsequent cross-staff “teach in” opportunities, each in a different format,





to seed and support discussion of how white supremacy, patriarchy and colonialism shape our work as UUA employees.

- **Special Advisor** – Taquiena Boston was appointed Special Advisor to the President for Inclusion, Equity and Change (concurrent with her role as Director of Multicultural Growth and Witness), and works closely with the President and COO to develop and oversee internal organizational changes to ensure the UUA embodies multicultural inclusion, equity, and justice-centered relationships at all levels
- **New Hiring Procedures** – New procedures for filling open positions have been finalized, which include explicit instructions around job descriptions, interviews, background checks, documentation, hiring approvals, and more. Housed in the Employee Manual, these guidelines contain a new statement of mission that will be shared with job candidates (see attached). Hiring goals for diversity will continue to be refined this spring.
- **Support for Staff of Color** – Regular zoom meetings and an annual Gratitude Dinner were augmented with a full-day retreat for staff of color. This space allows staff members who identify as people of color to build mutual support and identify areas where the organization can improve their/our experience.
- **Anti-Harassment Training** – An updated anti-harassment online training module is required for all staff this spring, and is a condition of continued employment.
- **Safer Congregations Updates** – We are currently updating online resources for congregations based on recent questions we have received (e.g. policies for responding to active shooters).
- **Youth Safety Policies** – A cross-staff team is developing national standards for all UUA region and district sponsored youth events (conferences).

Substantial programmatic work continues to be invested in ways to support religious leaders who hold marginalized identities, including the Finding Our Way Home retreat for religious professionals of color, the TRUUST retreat for religious leaders who are transgender or gender queer, and the Thrive schools for youth and for young adults of color.

Future areas of improvement include staff recruitment and leadership development pipelines; retention, hiring and promotion guidelines; organization-wide culture; support and coaching for multicultural congregational teams; and creating complaint systems for other religious professionals and volunteer leaders, with more ability to address the full nuance of each complaint or situation.

Statement of Mission and Values

(Included in new hiring procedures)

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not required or expected to identify as a Unitarian Universalist or to be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA's values, principles and mission. In particular the following points, drawn from the Seven UU Principles, are important for the UUA's work and staff culture:

- **The inherent worth and dignity of every human being:** We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- **Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all:** We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- **The interdependent web of existence:** We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, environmental exploitation, and other interrelated systems of marginalization.



2.4 Treatment of People

With respect to employment, compensation, and benefits for Association staff, the President shall not cause or allow:

1. An unfair or inhumane benefit structure
2. Conditions which jeopardize the fiscal integrity of the Association.

We used our annual raise pool to prioritize equity-based adjustments for our current staff this year, evaluating compensation by gender and race across comparable salary grades. Recognizing that a robust and equitable system for determining compensation must include a wide range of factors (geography, experience, credentials, labor market, etc.), we anticipate redesigning the UUA's salary grades in the coming years.

- Submitted by Carey McDonald, Acting Chief Operating Officer