

Widening the Circle: Establishing Ongoing Intersectional Accountability Commission and Sunsetting the JTWTC

WHEREAS, The Journey Towards Wholeness Transformation Committee has been at work in our faith since the Journey Towards Wholeness Transformation Committee Business Resolution was passed in 1997, and the General Assembly committed to be an Anti-Racist, Anti-Oppressive and Multicultural Faith; the General Assembly requested that the UUA Board of Trustees establish a committee to monitor and assess our transformation as an anti-racist, multi-cultural institution, and that the Board of Trustees report to the General Assembly specifically on the programs and resources dedicated to assisting our congregations; and

WHEREAS, our faith has made progress and is still on the journey to living into what it truly means to be an Anti-Oppressive, Anti-Racist and Multicultural Faith: we have passed many resolutions such as the 2015 Responsive Resolution supporting the Black Lives Matter Movement and the 2016 Reaffirmation of Commitment to Racial Justice, and the General Assembly recommitted to hold ourselves accountable to less witness and more action, supporting Black Lives Matter, and particularly examine at General Assembly 2017, 2018, and 2019, the year-to-year growth of numbers of people of color working as staff at the UUA and in our congregations; and

WHEREAS, notwithstanding the several resolutions, our Association and too many of our leaders have not sustained our collective focus on our own white supremacy culture, in that we have too often set aside or minimized that awareness, and have regularly relied on the brave work of a few people to remind the rest of us of our failure; and

WHEREAS, we have been shaken, stirred and rocked over the last three years and have reaffirmed our commitment and stayed on course towards fundamental change to dismantle white supremacy and all forms of domination and oppression within our faith; and

WHEREAS, we are seeing the impacts of oppression, racism, white supremacy, ableism, heteropatriarchy in all of its manifestations, in the disparate impact of the COVID-19 pandemic in Black, brown, Indigenous, and poor communities, and on people with disabilities, in our lives by the police and military industrial complex, and in how religious professionals, leaders and congregants that are Black, Indigenous and People of Color, Disabled, and transgender/non-binary people are treated in our congregations and covenanted communities; and

WHEREAS, the Commission on Institutional Change (COIC) was created to support our faith to identify the theological underpinnings for this work, do an external audit of privilege and power within the Association, and craft a truth and reconciliation process to help create a climate of honesty, accountability, and disclosure essential to our learning and multicultural growth as an institution, and the Commission was charged to report back to the board and General Assembly its learning, recommendations, and guidance for ongoing work; and

WHEREAS, the COIC has delivered recommendations on how to address systemic issues around diversity, equity, and inclusion for the member congregations and covenanted communities of the UUA, its administration and staff, the UUA Board and Committees, and the General Assembly; and

WHEREAS, the UUA Board is committed to being held accountable to using its power and resources to furthering the work of dismantling white supremacy culture within our institutions; and

WHEREAS, the UUA Board has accepted the COIC's report, and the UUA Board and Administration have allocated staff support and money in the upcoming budget to begin to move the recommendations of the Commission forward, and is committed to continued funding and support in future budgets.

THEREFORE, BE IT RESOLVED THAT: the 2020 General Assembly offers profound appreciation for the Journey Towards Wholeness Transformation Committee and all of its members, past and present, for all the work to get our faith movement to this place; and

BE IT FURTHER RESOLVED THAT: we, the undersigned, ask the General Assembly to support the transition of the Journey Toward Wholeness Transformation Committee to a newly established, ongoing accountability commission to hold the UUA and our communities accountable to our commitment to institutional change. By 2021 this commission will ensure that there is a process and structure that will continue past the current makeup of the UUA Board and administration and will also be able to influence and work with the UUA Board of Trustees, the National Advisory Committee and the President's Council, as they provide recommendations on other aspects of the UUA. A Design Committee made up of and working alongside the UUA Board and stakeholders/representatives from across our faith centering communities and UU identity organizations representing marginalized identities would craft a clear charge, specific outcomes, clear milestones and a clear specification of its powers; and

THEREFORE, BE IT FINALLY RESOLVED THAT: General Assembly 2020 endorses the recommendation of the UUA Board of Trustees to sunset the Journey Towards Wholeness Transformation Committee and transition to such an established accountability commission as recommended in the Commission on Institutional Change's report.

Signed

- *Journey Towards Wholeness Transformation Committee: Rev. Viola Abbitt, Ted Fetter, Ben Gabel, Mandolin Restivo, Carrie Stewart, Rev. Dr. Tracey Robinson-Harris*
- *Commission on Institutional Change: Rev. Leslie Takashi, Mary Byron, Rev. Natalie Feinmore, Cir L'Bert, Dr. Elias Ortega-Aponte*
- *Commission on Social Witness: Rev. Dr. Pippin Whitaker, Rev. Jessica Star Rockers, Jyaphia Christos-Rodgers, Alison Aguilar Lopez Gutierrez McLeod, Rev. Dr. Meredith Garmon*
- *DRUUMM-Diverse Revolutionary Unitarian Universalist Multicultural Ministries Steering Committee: Imari S. Nuyen-Kariotis, Sana Saeed, Ayanna Kafi Stringer,*
- *Former Journey Towards Wholeness Transformation Committee members: Rev. Elizabeth Mount*
- *TRUUsT - Transgender Religious professional UUs Together - Steering Committee: Rev. Christe Lunsford, Rev. Chris Rothbauer, Rev. Andree Mol, Juniper Stinnett*
- *EqUUal Access -- Leadership Circle: Meredith Plummer; Imari S. Nuyen-Kariotis; Rev. Barbara F. Meyers, Mental Health Community Minister, Mission Peak Unitarian Universalist Congregation; Rev. Helen McFadyen, Administrative Director, Access & Inclusion Ministry (AIM) Program*
- *Unitarian Universalist Women's Federation Board (UUWF) - Sue Boone, Isabel Call, Rev. Terry Cummings, Rev. Kimberly Quinn Johnson, Gretchen Ohmann, Rev. C. Nancy Reid-McKee, Claire Sexton.*
- *Black Lives of Unitarian Universalism (BLUU) Organizing Collective Board: Dr. Takiyah Amin, Rev. Margalie Belizaire, Paige Ingram, Rev. Kimberly Quinn Johnson, Samuel Prince, Rev. Mykal Slack*
- *The Board of the Association of Unitarian Universalist Administrators: Robie Evans, Carol Marks, MaryBeth Hannan, Laurie Lantz, Carol Lewis, Le Aundra Salazar, Charles Lewis, Rina Jurceka*
- *The UUA Appointments Committee: Rev. Dr. Sofia Betancourt, Rev. Kimberly Quinn Johnson, Courtney McKenney, Rev. Adam Robersmith, Amanda Thomas, Bill Young*
- *Church for Our Common Home, Rev. Bonnie Tarwater*

- *UU Class Conversations: Elizabeth Cogliati, Rev. Kimberly Quinn Johnson, Denise M. Moorehead, Diane Pansire, Rev. Megan Ruth Visser*
- *Unitarian Universalist Ministers Association: Rev. Darrick Jackson, Janette Lallier, Rev. Melissa Carvill Ziemer, Rev. Wendy Williams*
- *Unitarian Universalist Society for Community Ministries Board: Ben Gabel, Rev. Bonnie Tarwater, Rev. Nadine Swahnberg, Rev. Nikki Hunt, Rev. Christine Jones-Leavy, Lincoln Statler, Doug Jones*
- *The UUA Commission on Appraisal: Virginia Abraham, Victor Ashear, Rev. Madelyn Campbell, Rev. Carol Thomas Cissel, David Friedman, Kathleen M. Henry, Rev. Rodney Lemery*

2020 Responsive Resolution: Supporting and Investing In Youth and Young Adults in Unitarian Universalism

WHEREAS the UUA Commission on Institutional Change Report, “Widening the Circle of Concern,” recognizes that:

1. The constant restructuring of youth (ages 14-18 and/or in high school or the equivalent) and young adult (ages 18-35) programming obstructs our institutional memory and hinders retention and spiritual growth of our youth and young adults;
2. Youth and young adults of color have unique struggles due to their intersecting marginalized identities in UU spaces and require additional support to convene with people who share their identities;
3. Youth and young adults have access to less capital than older age ranges and require more support to attend regional and national events like General Assembly;

WHEREAS many UU youth and young adult leaders are not valued, heard, or supported in our faith, as evidenced by the resignations of the 2020 GA Youth and YA@GA volunteer staff, and the lack of action taken after numerous responsive resolutions similar to this one, especially from 2008-2013;

WHEREAS many youth and young adults - especially youth and young adults of color -, have been supported at the surface level, without regard for our vision and leadership in youth and young adult spaces;

WHEREAS Unitarian Universalist young adults are less likely to be connected to a specific congregation and to other UU young adults their age;

WHEREAS youth and young adults are not only the future of this faith, but our past and present, and Unitarian Universalism will benefit by supporting people raised and formed in this faith;

THEREFORE BE IT RESOLVED that the 2020 General Assembly of the Unitarian Universalist Association:

1. Requests the Unitarian Universalist Association hire and retain Lifespan Faith Engagement (national) and Congregational Life (regional) staff - at least 1 FTE per region by GA 2023 - to support youth and young adults; specifically dedicated to supporting youth and young adults of color, emerging adults (ages 18-24), older young adults as they transition to adulthood, and unchurched young adults;
2. Requests the Unitarian Universalist Association include specific and separate line items in the budget for youth and young adult events;
3. 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; .
4. Encourages member congregations to hire and pay staff to support youth and young adults, and to financially support youth and young adults, especially those with multiple, intersecting marginalized identities, and that new ministers be charged in their call to cultivate youth and young adult ministry;
5. Requests the UUA incentivize and resource member congregations to cultivate ministries for UUs aged 18-24, with a focus on unchurched emerging adults;
6. Invites congregations to incorporate participatory and collaborative experiences of spiritual deepening - such as circle worship -, into congregational life, recognizing younger Unitarian Universalists experience worship differently; and
7. 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.

Put forth by GA Youth and YA@GA

With additional support from

- Former 2020 GA Youth and YA@GA Staff
- LREDA Board of Trustees
- DRUUMM Steering Committee

Delegates (delegate list with IDs is attached on next page):

Kari Gottfried	Rebecca Throop	Rev. Lori Kyle
Rev. Jeanne Pupke	Cammie Horne	Karen Armina
Sam King	Nancy Fisk	Mike Radow
Amelie Heise	Laurie Lantz	Lin Chambers
Rev. Eric Kaminetzky	Rev. Diana K. McLean	Terina Carter DLRE
Susan Christie	Mandy Neff DRE	Lisa Maria Andreoli
Mary Carter-Vail DRE	Shikha Ghosh Gottfried	Steinberg, MATS
Mali Gottfried	Caroline Landis	Lauren Wyeth
Chloe Ockey	Stacey Soltoff	Rev. Lisa Perry-Wood
Rose Gallogly DRE	Tony Brumfield	Simon Knaopus
Ksenia Varlyguina	Rev. Abigail Clauhs	Rev. Kimberley Debus
Emily Garrick	Philip Roberts	Herb West
Rev. Paul Sawyer	Nicholas Wise	Andrew Watkins
Ellie Ransom	Andy Gerhart	PJ Deak
Mary Jane Williams	Rose Sheehan	Lurline deVos
Craig Monroe	Rev. Elizabeth Mount	Annika Surles
Dotty Storer	Marge Wurgel	Kathe J. Larick
Nancy Miller	Rina Jurceka	Rev. Bryan Plude
Amy W. O'Connell	Jan Garbosky	Rev. Hannah Roberts
Sarah Berel-Harrop	Steven Gelb	Villnave
Gates Craighead	Bailey Whiteman	Rob Spirko
Kelly LoGiudice	Chloe Stephenson-Brown	Lisa Nosal
Leonardo Perez-Loynd	Mark Mohundro	Rev. Amy Freedman, MRE
Loraine Scampini	Elizabeth Bromley DRE	Emma Paskewitz
Tricia Armstrong	Reverend Chris Buice	Chaz Barber
Aimee Stubbs	Rev. Dr. Sandra Fees	Catherine Farmer Loya
Catlyn LeGault	Rev. Bethany	Sylvia Ollinger
Martha Neuman	Russell-Lowe	Leilani Davenport
Mandarr Brandi	Lynn Swartley O'Brien	Rev. Joanna Lubkin
Tina Rose	Lauren Strauss, CRE	

THE PANDEMIC: A RELIGIOUS RESPONSE

INTRODUCTION:

A response to the General Assembly report by President Susan Frederick-Gray. Our UUA President has expressed the Association's concerns about the COVID-19 pandemic. The COVID-19 pandemic is a major tragedy for all humanity. Thousands have died and are dying. The pandemic has exposed major problems in health care.

THEREFORE, we urge all people to:

- Become advocates for health equity and safety,
- Liberate people from the oppression that causes unnecessary suffering and death;
- Work for adequate funding for national, state, and local public-health programs;
- Urge national leaders to provide adequate support for international agencies such as the World Health Organization;
- Advocate for a national, publicly funded, comprehensive program of universal medical care,
- Assure that all people can access adequate medical care;
- Advocate for an economic recovery program prioritizing help to the poor and marginalized, to create sustainable/and resilient communities, with justice for all;
- Support congregation-based programs to promote health and safety, reduce health disparities, and ensure access to quality health care for all.