

2018 UUA BoT Charge to the MFC – DRAFT | PROPOSAL

Honoring Unitarian Universalism's commitment to engage in a process of reflection and change, with particular focus on how our existing systems are engaged in, support, and perpetuate systems of white supremacy and patriarchal oppression; and with an understanding of the urgent nature of these important issues and the potential for continued negative impact on those who are marginalized and oppressed, the UUA Board of Trustees hereby charges the MFC to:

1. Review and make recommendations related to all aspects of the committee's current operations and practices to identify systemic white supremacy, anti-blackness, anti-queerness, patriarchy, heteronormativity (including anti-polyamory), and all other forms of oppression that are a part of the MFC's DNA.
2. Incorporate into your review and recommendation process the findings and guidance forthcoming from the Commission on Institutional Change.
3. Include an analysis of how ministers who have achieved Final Fellowship perpetuate white supremacy, anti-blackness, anti-queerness, patriarchy, heteronormativity (including anti-polyamory), ableism, and all other forms of oppression in their ministries; and further how they are/are not keeping up to speed on how to lead themselves and their congregations in addressing these critical issues.
4. Model an accountability and transparency by engaging relevant constituencies in the review and data collection process. The MFC shall ask relevant constituencies for recommendations and direction on how the MFC should be restructured, rebuilt, or disbanded. The MFC will be expected share its findings in an open and transparent fashion modeling truly accountability.
5. Review existing rules, policies, and practices that may be having an immediate negative impact on candidates and ministers; and recommend changes to the Board immediately (e.g. address the rules and practice of giving candidates category numbers ranked one through five as well as the use of the tests/tools used by the Centers for Ministry. Feedback from across our denomination, candidates, and Fellowshiped ministers clearly indicate that this practice is extremely harmful, not helpful and is a clear manifestation of our system of white supremacy).

Timeline:

No later than one week following the end of the September 2018 MFC meeting, the MFC shall present to the UUA Board of Trustees a plan and clear timeline for how this charge shall be addressed, which will then be reviewed, discussed and affirmed/adjusted by the UUA Board of Trustees at its October 2018 meeting. It is the expectation of the UUA Board of Trustees that the totality of needed changes discovered during this charge will begin to be institutionalized within 2 years' time.