

Policy Enabling Motion (Revised)

4/6/2017

Whereas, according to policy 3.0, “The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (UUA) (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.”

Whereas, according to policy 4.2.2, the UUA board “will direct the President through written policies that prescribe the Shared Vision (ENDS) to be achieved, and describe organizational situations and actions to be avoided, allowing the President to use any reasonable interpretation of these policies.”

Whereas, according to policy 2.1.1, the President shall not “Fail to promote the full participation of persons in all UUA [Unitarian Universalist Association] activities, UUA employment, purchasing, and contracting, and in the full range of human endeavor without regard to race, color, sex, disability, affectional or sexual orientation, gender identity, age, or national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.”

Whereas, according to policy 2.3, “With respect to the treatment of paid and volunteer staff, the President may not cause or allow conditions that are inequitable, undignified, disrespectful, disorganized, unclear, or discriminatory.”

Whereas the UUA board’s linkage work with its Sources of Authority and Accountability has clearly indicated that they feel the UUA President’s current interpretation of 2.1 and of “inequitable” and “discriminatory” in policy 2.3 has been unreasonable and that the board now has an obligation to step in to ensure the UUA avoids unacceptable actions and situations around policies 2.1.1 and 2.3.

Resolved, that the UUA board:

1. Charges the UUA Administration with creating new interpretations of policy 2.1.1 and policy 2.3 and finds the current interpretations of these policies “unreasonable” (using the language of Policy Governance.)
2. Charges the President to develop a reasonable interpretation of policy 2.1.1 and of 2.3, with metrics and indicators that demonstrate that the UUA is dismantling structural racism and the broader culture of white supremacy within the UUA and making concrete progress toward expanding the number of professional people of color, including but not limited to ministers and other religious professionals employed within Unitarian Universalism. This includes particular and measurable emphasis on senior staff positions including the Executive and First Management level of the UUA.
3. Receives quarterly monitoring reports on policy 2.1.1 and 2.3 going forward.

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