

Racism Audit Motion

4/6/2017

In accordance with the demands of Unitarian Universalist congregations, religious professionals, elected leaders, Black Lives of Unitarian Universalism (BLUU) and Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM),

Be it moved, that the Board instigate, fund and continue to fund for as long as necessary, an outside, independent investigation into

- a) re-establishing structures of accountability to address racism, and to center the leadership of UU Communities of Color as part of the future of our faith;
- b) the extent and depth of the impact of White Supremacy in our Association, congregations, camps and conference centers, volunteer leadership opportunities and volunteer leadership development, and professional organizations, including specific hiring scenarios in our Association, congregations, camps and conference centers, and professional organizations in line with the 1981 Business Resolution, "Racism Imperative;"
- c) the hiring process of regional leads and staff teams that are filled entirely by White people.

Be it further moved, that the investigation into the above mentioned hiring processes commence as soon as possible;

That the investigation include interviews with candidates for the positions, if possible, as well as staff members or volunteers involved in the process. The final report would be presented to the Board and the Board will release as much of the report as is possible while protecting the privacy of the individuals involved;

That the purpose of this investigation is to learn what could have been done differently or better and inform changes to policies or practices that are likely to be made in light of the recent controversy.

Be it also moved that the Board

- a) only accept reasonable interpretations of the ends of the Association that include a plan to increase Religious Professionals of Color in executive and first level management positions by at least 20% by 2019;
- b) limit the administration of the Association not to consider filling positions unless qualified Applicants of Color are part of the applicant pool;

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- c) commit and plan to evolve Finding Our Way Home into a Religious Professionals of Color collective who can advocate, demand and be considered for all levels of hiring;
- d) commit and plan for the ongoing support of gatherings for People of Color including leadership and spirituality development for Youth and Young Adults of Color;
- e) commit and plan to provide spaces for People of Color to gather at district, regional, and national events and meetings which include compensated facilitation and dedicated financial resources to support meaningful participation;
- f) commit and plan for anti-racism programming and mentorship for White people that includes an analysis of personal, institutional, systemic, and cultural racism and oppressions with access for youth, young adults, covenanting communities, and congregations;
- g) commit and plan for a truth and reconciliation process that examines our history of practices and decisions that have harmed the livelihoods and wellbeing of People of Color and anti-racist White allies in our Association including hiring processes;
- h) create and maintain resources for the year-round self-identification of People of Color so that there is access and engagement with identity-specific programming for those who participate;
- i) create and analyze a map of the power relationships within our Association to determine who has access to decision making opportunities and who is denied access;
- j) include any appropriate developments of the ongoing investigation in the report on the responses to Black Lives Matter in 2017, 2018, and 2019.