

## UUCWC – 8<sup>th</sup> Principle Covenant – September 2022 Draft

*As a historically predominantly white congregation, we acknowledge that we have individual and collective work to do to fully become the “intentional, welcoming community that works in covenant with/for all members of color” that we say we are.*

### The 8<sup>th</sup> Principle (2018)

*We covenant to affirm and promote: Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.*

### An Introduction from the UUCWC Racial Justice Ministry

The Racial Justice Ministry (RJM) at UUCWC has spent the last few years encouraging conversations about the journey to dismantle racism supporting both in the church and in the community. It has become clear that our anti-racism work is not just about changing individuals; it includes changing organizational and societal norms that support racism. The 8<sup>th</sup> principle, as UUCWC approved in 2018, calls us to do this work in an accountable manner. The question before us is “What are we accountable for and to whom?”

## What AntiRacism Looks Like

### The lifelong journey of learning, accepting and doing

#### Awareness/Education: Learning

*Continuous learning through reading, listening, observing with an open heart & mind.  
Intentionally seeking out new information that comes through sources in the BIPOC community.  
Centering voices that bring their lived experience of oppression*



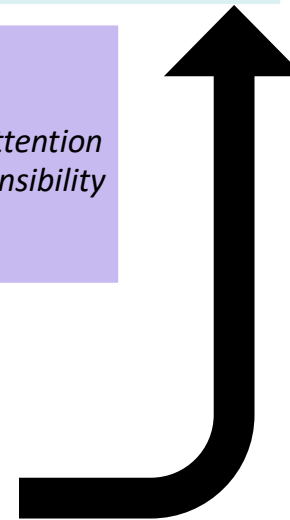
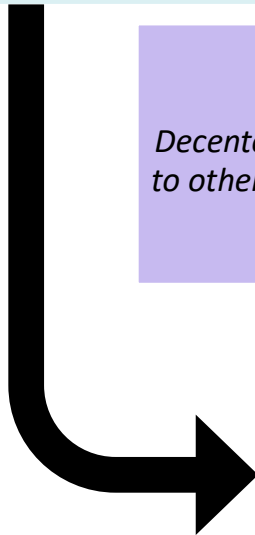
#### Accountability/Engagement: Accepting

*Decentering one's own privilege in order to make space and give attention to other realities. Acknowledging individual & organizational responsibility and role in both racism & antiracism*



#### Action/Advocacy: Doing

*Standing with communities of color to change norms, policies and practices that contribute to systemic racism. Speaking truth to others who share our privilege.*



### **Our Values**

- Our work is **long-term**. We have recognized anti-racism as a core principle for both individuals and the church. We acknowledge that the journey is long. As a principle, we dedicate steadfast energy to this essential work of anti-racism.
- Our work is **communal**. We also recognize that becoming antiracist is a journey where we all, as individuals, as leaders, and as a church, will be in various places on the continuum of awareness to accountability to action. We want to be open to change, eager to learn, nonjudgmental of others' journeys, and practicing humility. This work is to call people in, not to call people out.
- Our work is **covenantal**. This work is a chosen relationship or partnership in which we make binding promises to each other and work together to reach a common goal. We are invited into this work, and we have chosen this work.
- Our work is **inclusive**. What we do together and individually to dismantle racism has strong implications for how we handle other oppressions covered by the 8<sup>th</sup> principle. Agreeing to this covenant sets the baseline for how we address other oppressions. It does not negate, compete with, or diminish our promise to do that work.

### **The Covenantal Invitation**

Members, Prospective Members, and Friends: We invite you to start right where you are and join us on the journey on the continuum from awareness to accountability to action. We ask that you have a commitment to continuous learning with your eyes and heart wide open to new information and new ways to be in the world. We encourage you to do as much as time and circumstances allow.

Congregational Leaders: We invite you to step into your leadership role as role models for the work of antiracism. Your journey will continue to be unique to you, but you will be the norm setters. We call you to do your leadership work through a lens of dismantling racism on each and every committee, board, and ministry goal.

The Church: We invite the church into the work of antiracism by being open to continuous self-assessment of policies and practices that may intentionally or unintentionally support implicit bias as we know that institutional racism can be highly hidden and insidious. The items on your list of this covenant require transparency, humility, and courage as an institution. We call on the church to ensure that the work of the 8<sup>th</sup> principle continues to be a long-term commitment for the institution and not just rely on individual member's commitment. RJM has a high level of confidence that our history as a church has prepared us for this work. We are and will continue to be an exemplar in the work of social justice.

Members will demonstrate a commitment to dismantle racism by:	Congregational Leaders will demonstrate a commitment to the 8 <sup>th</sup> principle by:	The Church will demonstrate a commitment to the 8 <sup>th</sup> principle by
Examining your personal journey on the continuum from awareness to action. Membership is a commitment to continuing the journey both individually and in community, especially when it is difficult	Accepting that leadership means doing continuous search and repair work as an antiracist Beloved Community	Committing that all committees, ministries, projects, sponsored events, and services support being a diverse multicultural Beloved Community
Continuing to learn on the continuum of dismantling racism: <ul style="list-style-type: none"> <li>○ Awareness/Education</li> <li>○ Accountability/Engagement</li> <li>○ Action/Advocacy</li> </ul>	Understanding the history of the 8 <sup>th</sup> principle in both the UUA and UUCWC to be able explain its purpose to others	Being intentional, open, and welcoming of feedback from others on our progress, especially from communities of color so that we are recognized by outsiders as an intentional, welcoming community that centers a diversity of voices
Actively acknowledging our historical privilege and learning to practice cultural humility through intentionally decentering that privilege	Continuing the journey toward full racial justice and being able and willing to share their own route and progress with others	Modeling accountability for the work of anti-racism by regular progress reports at each annual membership meeting
Holding ourselves and the church accountable to make progress on recognizing and dismantling racism and other oppressions both within and outside of UUCWC	Supporting and encouraging others to continue the journey, especially when it is difficult	Being a role model and resource for other UU congregations in approving and implementing the 8 <sup>th</sup> principle
Welcoming everyone, not as objects of our personal guilt, but as active participants to intentionally create community, celebrate life, and be actively engaged in changing the world	Actively participating in meetings where the Council routinely includes an accountability check on the 8 <sup>th</sup> principle being integrated into the work of the church and/or has an agenda item that is an anti-racism learning moment	Routinely evaluating policies, procedures, and practices to identify and rectify implicit bias
Participating in the work of the congregation to support racial justice and anti-racism work as an integral part of all our efforts, both internally and externally	Creating and adhering to anti-racist policies, procedures, and practices in all we do as a church	Advocating antiracism work in relationship with impacted communities in Mercer/Bucks Counties and beyond