

## UUCA Resolution on Anti-Racism and Support of Proposed 8<sup>th</sup> Principle

This Resolution includes language the UUA used in their 1997 anti-racism Resolution, approved at the General Assembly, and the proposed 8<sup>th</sup> Principle.

The proposed 8<sup>th</sup> Principle was adopted by the Unitarian Universalist Church of Akron on **May 17<sup>th</sup>, 2020**.

WHEREAS our Second and Sixth Unitarian Universalist Principles call us to affirm and promote "justice, equity, and compassion in human relations" and "the goal of world community"; and

WHEREAS our history as Unitarian Universalists includes evidence of both great commitment and individual achievement in the struggle for racial justice as well as the failure of our Unitarian Universalist institutions to respond fully to the call for justice; and

WHEREAS racism and its effects, including economic injustice, land theft, medical apartheid, policing, housing discrimination, mass incarceration, are embedded in all of our social institutions, as well as in ourselves and will not be eradicated without deliberate engagement in analysis and action; and

WHEREAS because of the impact of systemic racism on all people, and the interconnection among oppressions, we realize we need to make personal and institutional commitments to end all racism; and

WHEREAS the social, economic, and ecological health of our planet is imperiled by global systems of white dominated anti-Black racism, oppression, capitalism, and ecocide in our world caused by inequitable and unjust distribution of power and resources; and

WHEREAS we are called yet again by our commitment to faith in action to pursue this anti-racist, anti-oppression, multi-cultural initiative in the spirit of justice, compassion, and community;

WHEREAS we, the members of the Unitarian Universalist Church of Akron (UUCA) have approved the proposed 8<sup>th</sup> Principle "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;"

THEREFORE BE IT RESOLVED that the UUCA urges its congregants to examine carefully their own conscious and unconscious racism as participants in a racist society, and the effect that racism has on all our lives, regardless of color.

Further, the UUCA urges its congregants to uncover our links and complicity with the genocide of native people, with slavery and the slave-based economy, the colonization of indigenous lands, the militarism against, primarily, people of color nations, and with all types of racial, ethnic, and cultural oppression past and present, toward the goal of accountability through acknowledgment, understanding, apology, reparations, and reconciliation.

BE IT FURTHER RESOLVED that UUCA congregants are encouraged to enter into reparative relationships of equity, shared power, mutual aid and defense, and collaboration with Black people,

Indigenous people, and people of color, within and outside of UUCA, with a goal of opening up authentic dialog that may include, but is not limited to, race and racism and will also include how to appropriately honor, affirm, restore, promote, and support the cultural traditions of all people of color.

BE IT FURTHER RESOLVED that the Board of the UUCA urges us to develop an ongoing process for the comprehensive institutionalization of the 8th Principle, understanding that whether or not we become multi-racial, there is always the opportunity to become anti-racist and committed to racial justice. The Board will support the Taskforce for Dismantling White Institutional Dominance and Habits of White Supremacy in its charge to “conduct an audit of the church’s programs, structures, policies, practices, and history and analyze systemic racism and white supremacy culture, habits, and practices within the UUCA in order to provide a thorough, thoughtful analysis of the church’s institutional response to race, for the purpose of growth, reparative action, justice, and equity, according to our principles.”

Further, the Board will ensure we hold ourselves accountable and regularly review our progress in this work and report to the congregation at each congregational meeting.

BE IT FINALLY RESOLVED that UUCA will join with local, national and interfaith organizations, including Unitarian Universalist Justice Ohio (UUJO), Black Lives of UU (BLUU), Diverse and Revolutionary UU Multicultural Ministries (DRUUMM), and the Unitarian Universalist Association (UUA), to become anti-racist institutions and work toward justice, equity, and well-being for all within our Association, in our communities, in our nation, and in our world.