

Draft for Board Widening the Circle Vision

We, the trustees of the Unitarian Universalist Church of Berkeley, have heard the urgent call to Racial Justice. We commit ourselves to working towards "Widening Our Circle" by embracing the following principles:

**Congregational spiritual practice and actions of anti-racism and anti-oppression** are essential to our congregational life.

**Continuous learning and healing** are necessary on this journey toward Racial Justice because racism and oppression are persistent, ever-changing and embedded in our psyches and societal structures.

**Accountability and responsibility** are crucial to our personal and congregational search for truth and meaning, as we grow in awareness that our actions may have unintended consequences.

**Brave perseverance** guides us. We know the way forward will not be easy. As we face hard truths about ourselves and within our current congregational culture, we stay in the room when things get difficult.

**Worship supports spiritual growth and radical inclusion** and is a time for reflection and introspection. We recognize that not every worship service will speak to all.

**Broadening our perspective brings joy** as we see a world opening us up to new possibilities, new partnerships and change we never could have envisioned.

**We strive to lead our children by example** so that they too will become anti-racism and anti-oppression agents of change.

**Doing the work,** educating ourselves, creating inclusive worship services, developing emotional tools for responding to criticism and change, and becoming consequential in the wider community are vital. We always ask ourselves, "How will we widen our circle? How will we matter to the world?".