

Draft for Board Widening the Circle Vision, 11/28/21

We, the trustees of the Unitarian Universalist Church of Berkeley, have heard the urgent call to Racial Justice. **We commit ourselves to championing racial justice, embodying anti-racist practices, and confronting and dismantling white supremacy culture and all forms of oppression (including but not limited to racism, sexism, ableism, homophobia, transphobia, classism, ageism, and xenophobia) in everything we do.** 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. **In our search for truth and meaning, we grow in awareness, recognizing that our actions have consequences.**

Accountability and responsibility for eliminating white supremacy, racism and oppression are crucial to all we do personally and as a congregation and church organization.

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.

White supremacy culture is pervasive, personal, and abhorrent. It is not "out there", somewhere else, in someone else. We strive to remain vigilant in acknowledging the effects of white supremacy culture in ourselves and our congregation, that we may heal and grow toward our chosen values.

Doing the work is vital - educating ourselves, creating inclusive worship services, developing emotional tools for responding to criticism and change, and becoming consequential in the wider community.

We always ask ourselves, "How will we widen our circle? How will we matter to the world?".