

Proposed USG Goals and Actions

T=Theology

G=Governance

C=Congregations and Communities

H=Hospitality and Inclusion

Prioritized goals/actions are in bold with *. Actions that are already being worked on, are noted.

T1 Goal: Center the theological perspectives *and* include the voices of people from diverse communities including BPOC, LGBTQ, disabled communities and those living with economic distress in worship services, in ASD/CSD and communications and increase them over time.

***T1.1 Action:** **Commit to having diverse voices as part of every service and track how many of the above voices (service participants, authors of readings, stories, pieces of music, people in videos) our worship services include.**

T1.2 Action: Track the sources of our ASD and CSD programs with a goal of increasing the communities represented.

***T1.3 Action:** **Create a church service about anti-oppression, perhaps using the Avatars from the WCC Report** (planned for February, 2022)

T2 Goal: Provide worship and program experiences that are meaningful to people with a wide range of identities.

***T2.1 Action:** **Look to a range of communities for wisdom while being sure to credit and acknowledge those sources**

T2.2 Action: Examine UUA guidelines about cultural misappropriation: <https://www.uua.org/multiculturalism/introduction/misappropriation> to ensure that USG events/worship services are mindful of sources and attribution.

T3 Goal: Continuing education in anti-oppression for all lay leaders (includes Board, MET, Committee chairs, Worship Associates)

***T3.1 Action:** **Each lay leader commits to attend at least one workshop/course/program focused on anti-oppression per year.**

***T3.2 Action:** **Encourage all congregants to attend at least one workshop/course/program focused on anti-oppression per year. Offer financial support if needed, consider creating a fund.**

***T3.3 Action:** **Identify ways to acknowledge systemic racism & white supremacy culture & invite feedback & critique from individuals who have been harmed by it.**

T4 Goal: Develop accountability process for addressing/repairing the harm of microaggressions

T4.1 Action: Revise USG covenant statements to include more actions at the individual as well as "system" & policy levels

***T4.2 Action:** **Increase congregational knowledge & use of the Covenant of Right Relations through publicity & education** (Board sub group working to update the covenant with the T4 goals and actions in mind.)

T4.3 Action: Develop practices that increase accountability to the Covenant of Right Relations

T4.4 Action: Consider revisions to the Covenant of Right Relations that address microaggressions

T4.5 Action: Consider creating a Right Relations Task Force (or expanding the Committee on Ministry) to implement & support these ideas

G1 Goal: Increase equity, diversity and inclusion in USG leadership.

***G1.1 Action:** **Develop a mentoring process particularly for people interested in leadership, and those with diverse identities.**

***G1.2 Action:** **Offer standardized training/orientation for new leaders including Multicultural sensitivity/Anti-racism training for leaders** (Board sub group seeking a program for spring 2022.)

***G1.3 Action:** **Expand the Nominating Committee's charge to include work on cultivating leaders beyond just Board and NomCom.**

G1.4 Action: Offer UU201 session(s): content - covenant, governance (frequency tbd)

***G1.5 Action:** **Make the path to increased volunteerism more clear to encourage increasing activity/ volunteerism. (eg A session on how to get involved more deeply, Committee Fair)**

G2 Goal: Increase access, equity, diversity and inclusion for USG GA attendees and delegates

***G2.1 Action:** **Make funding available for people who want to go to GA (whether they are delegates or not) who would be unable to attend without financial support.**

***G2.2 Action:** During a service or in communications throughout the year explain GA to increase participation.

C1 Goal: Institute Congregational Practices to Increase Equity, Inclusion, and Diversity

***C1.1 Action:** Do basic hospitality role-playing and education each year for membership related functions, worship planning and the congregation.

***C1.2 Action:** Have an active denominational affairs committee/point person that talks year round about denominational offerings and our connection to the denomination.

C1.3 Action: Develop identity based caucuses for ongoing conversation and community.

C1.4 Action: Promote UUA caucus offerings to people of diverse identities to achieve critical mass for a sense of community.

***C1.5 Action:** Ask committees (could be done at Board/Leadership retreat) to create justice/equity/diversity/ inclusion (JEDI) objectives to reflect on as they develop goals for the year and share their achievements in their annual report responses. There will be things they can pull directly from our goals and actions.

C1.6 Action: Reinforce the desire to widen the circle by engaging and welcoming "new people", not just your existing network of friends, as the congregation starts in-person and virtual services in August.

H1 Goal: Honor the three core commitments from the invitation to Conversations for Liberation throughout USG's committees and communities.

H1.1 Action: Use the Conversations for Liberation statements as a framework when evaluating the covenant and as part of the framework for the fall leadership retreat and any organizational planning.

C1.3 Action: Support development of identity based caucuses (as desired) for ongoing conversation and community.

H2 Goal: New structures to provide leadership education to UU leaders are needed and should include multicultural hospitality practices as foundational.

H2.1/C1.1 Action: Do basic hospitality role-playing and education each year for membership related functions, worship planning and the congregation.

H3 Goal: Provide support for convenings at the regional and cluster level for marginalized groups, including people of color, young adults and youth.

C1.2/G3.4 Actions: Have an active denominational affairs committee/point person that talks year round about denomination offerings and our connection to the denomination. (also noted in governance)

***H3.1 Action:** Make funding available for people who want to go to regional and cluster events who would be unable to attend without financial support.

The following were added after the prioritization:

L1 Goal: Promote education for those who would accompany and co-journey with Black, Indigenous, and people of color communities and their leaders and groups to ensure more competency in this area.

L 1.1 Action: Encourage everyone at USG to engage with at least one of the many USG groups doing anti oppression work including but not limited to: Widening the Circle (either working group or Q&As), White Anti Racist Discussion, Ending Racism Committee, Racism Book Study, Standing in Solidarity Vigil, New SJ Book Discussion, Beloved Conversations (from Meadville Lombard), Trans Inclusion.

L2 Goal: Center our justice work in our faith and make clear the interconnection between action in the world and spiritual development.

L2.1 Action: Ask Worship Arts to make sure there's a service at least quarterly that makes the connection between spirituality and social justice.

L2.2 Action: Choose CSD curricula with SJ themes.

L3 Goal: Privilege those most affected in our justice work and follow the voices of those most at risk. Our call to collective justice work should be through accountable partnerships.

L3.1: Action: Identify a couple of social justice focuses, ideally led by those most affected in our justice work, and encourage everyone to get engaged in some way. For example: Fair funding in education, Raise the Wage and Voting Rights. People could still work on other things, but we would try to provide things others could do without attending meetings.