

USG Widening the Circle of Concern - WtC			All Recommendations by Action		2024	print
USG Goal			Actions		Primary Owner	2nd
<b>A = Accountability and Resources</b>						
1	A1	Develop accountability and commit to becoming anti-oppressive and equitable in the structure of USG's governance and operations.	A1.1	Modify the Bylaws (charter)- add an explicit commitment to be(come) anti-oppressive and equitable and to serve the full diversity of those who resonate with our theological tradition. Develop policies/procedures to ensure accountability to this goal.	Board	
2			A1.2	The Widening the Circle planning group will track "change" (or lack of) & providing regular reports to the Board & congregation.	Widening the Circle (WtC)	
3	A2	The UUA should establish an ongoing independent body to identify systemic changes and monitor accountability on work toward equity, inclusion, and	A2.1	USG will commit to examining UUA's recommendations (as the UUA responds to suggested actions recommended for them in the COIC report).	Board	MET
<b>C = Congregations and Communities</b>						
4	C1	Institute Congregational Practices to Increase Equity, Inclusion, and Diversity	C1.1	Include basic hospitality education each year as part of worship planning for the congregation.	Worship Arts (WA)	Welc
5			C1.2	Have an active denominational affairs committee/person that communicates denomination offerings and our connection to the denomination. (also noted in governance)	Denominational Affairs Liaison (DA)	DA - tbd
6			C1.3	Develop identity based caucuses for ongoing conversation and community. Continue White Anti Racist Discussion Group for as long as it is helpful.	MET	Min
7			C1.4	Promote UUA caucus offerings to people of diverse identities to achieve critical mass for a sense of community.	Communications (Comm)	WelC
8			C1.5	Ask committees to create justice/equity/diversity/inclusion (JEDI) objectives in their goals for the year and share achievements in their annual report responses.	Board	MET
9			C1.6	Reinforce the desire for "widening the circle" by engaging and welcoming "new people."	Communications	

USG Widening the Circle of Concern - WtC			All Recommendations by Action		2024	print
USG Goal			Actions		Primary Owner	2nd
10			C1.7	Evaluate and modify USG practices related to music selection and presentation to appeal/"speaks to" and is inclusive of a diverse audience.	Worship Arts (WA)	
<b>E = Educating for Liberation</b>						
11	E1	Provide resources and tools for a variety of entry points into the spiritual work of embracing one's own identity and the identity of others, a path to understanding the work of equity, inclusion, and diversity and resources on healing religious wounds and productive conflict engagement, as a part of faith development.	E1.1	Provide a list of resources/recommendations for people to engage anti-oppression/multi-culturalism including a workshop/training/course at least once a year.	Director of Spiritual Development (DSD)	
12			E1.2	Designate a place for people to share their concerns around the changes at USG and assist them with processing.	Committee on Ministry (COM)	Min?
<b>G = Governance</b>						
13	G1	Increase equity, diversity and inclusion in leadership.	G1.1	Develop a mentoring process particularly for people interested in leadership, and those with diverse identities.	<i>tbd, Expanded NomCom?</i>	Nom?
14			G1.2	Offer standardized training/ orientation for new leaders including Multicultural sensitivity/ Anti-racism training for leaders PROGRAM (see T3.1 for policy)	Board	
15			G1.3	Expand the Nominating Committee's charge to include work on cultivating leaders beyond just Board and NomCom.	Nominating Committee	
16			G1.4	Offer UU201 session(s): content - covenant, governance.	Welc Comm	
17			G1.5	Make the path to increased volunteerism more clear to encourage increasing activity/ volunteerism. (eg A session on getting involved, Committee Fair)	Adult Spiritual Development (ASD)	WelC

USG Widening the Circle of Concern - WtC			All Recommendations by Action		2024	print
USG Goal			Actions		Primary Owner	2nd
<b>G = Governance</b>						
18	G2	Increase access, equity, diversity and inclusion for USG GA attendees and delegates	G2.1	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.	Board	MET
19			G2.2	During a service or in communications throughout the year explain GA to increase participation.	Worship Arts	DA
<b>H = Hospitality and Inclusion</b>						
20	H1	Honor the three core commitments from the invitation to Conversations for Liberation throughout USG's committees and communities.	H1.1	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.	Board	
			H1.2 C1.3	Develop and promote identity based caucuses (as requested) for ongoing conversation and community.	<del>MET</del>	
<b>H = Hospitality and Inclusion</b>						
21	H2	Develop new structures to provide leadership education to UU leaders, should include multicultural hospitality practices as foundational.	H2.1	Do radical hospitality education each year for membership related functions, worship planning and the congregation.		Welc
			H2.2 added	Initiate using greeters or Ambassadors to initiate conversation with new(er) people	<i>Welc Comm</i>	
	H3	Provide support for convenings at the regional and cluster level for marginalized groups, including people of color, young adults & youth.	<b>H3.1</b> C1.2 <b>G2.2</b>	Have an active denominational affairs committee/point person who talks year round about denomination offerings and our connection to the denomination. (also noted in governance)	Denominational Affairs	Nom?
22			<b>H3.2</b>	Make funding available for people who want to go to regional and cluster events who would be unable to attend without financial support.	Board	MET

USG Widening the Circle of Concern - WtC				All Recommendations by Action		2024	print
USG Goal			Actions		Primary Owner	2nd	
<b>L = Living Our Values in the World</b>							
23	L1	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	L1.1	Encourage everyone at USG to engage with at least one of the many USG groups doing anti oppression work	MET	Min	
24	L2	Center our justice work in our faith and make clear the interconnection between action in the world and spiritual development	L2.1	Offer service(s) at least quarterly that makes the connection between spirituality and social justice.	Worship Arts		
25			L2.2	Choose Child Spiritual Development curricula with social justice themes	DSD	CSD	
26	L3	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	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.	Social Justice		
<b>RP = Religious Professionals</b>							
27	RP1	Recruit and hire religious professionals at USG with a wide range of educational, professional, and life experiences, inclusive of those who are not well represented in UU communities. Ensure fair compensation.	RP1.1	Review and revise desired qualifications and job descriptions for religious professionals as the need arises, keeping diversity and inclusiveness in mind. <i>(Personnel committee as a consult when requested)</i>	Minister	MET	
28			RP1.2	Create a policy that states USG compensates staff according to the UUA fair compensation guidelines. (Approved at a Board meeting )	Board		
<b>RR = Reparations and Restoration</b>							
29	RR1 /T3	Continuing education in anti-oppression and skill building dealing with conflict to promote engagement with conflict for all lay leaders and staff.	RR1.1	Skills around conflict resolution could be explicitly required for members of the Committee on Ministry as they are currently our Conflict Resolution Team.	Committee on Ministry (COM)		
30			RR1.2	Apply for and schedule the Beyond Categorical Thinking/B4 workshop assure that it can be promoted, protected (from conflicts) and attended by as many people as possible.	Board	Search	

USG Widening the Circle of Concern - WtC			All Recommendations by Action		2024	print
USG Goal			Actions		Primary Owner	2nd
	<b>RR = Reparations and Restoration</b>					
31	RR2	Consider ways USG could make amends and offer financial reparations.	RR2.1	Provide support for UU seminary (Meadville Lombard and Starr King) students with under represented identities through contribution to scholarship or student aid funds. Consider asking Sullivan Assistance or designating a Share the Plate once a year.	Board	MET
32			RR2.2	Consider contributing to a local music group working with Black youth whenever a Negro Spiritual is used in a service. Worship Arts could be asked to consider whether this idea works for them and where they think the money should come from.	Worship Arts	
33			RR2.3	Consider an STP for this year and a budget line item starting next year for an annual contribution to BLUU.	Board	MET
34			RR2.4	Create a group at USG, (perhaps a WtC sub group), to look in to what others are doing, and make recommendations for things we could do, eg RR2 actions 1-3.	Reparations	
35	RR3	Help the USG congregation continue to acknowledge the history of white supremacy culture and anti-racist activism at USG and in the UUA, through worship services, articles, ASD classes to help build support for the transformation required to truly widen the circle.	RR3.1	Conduct research in USG archives into USG history related to oppression as well as on USG's history of anti-oppression work. <i>Deferred</i>	<i>Archives Committee</i>	<i>Repar</i>

USG Widening the Circle of Concern - WtC			All Recommendations by Action		2024	print
USG Goal			Actions		Primary Owner	2nd
	<b>T = Theology</b>					
36	T1	Center the theological perspectives of people from diverse communities including BIPOC, LGBTQ, disabled communities and those living with economic distress in worship services, in ASD/CSD and communications and increase them over time.	T1.1	Commit to having diverse voices as part of every service and track how many voices (service participants, authors of readings, stories, pieces of music, people in videos) our worship services include.	Worship Arts (WA)	CSD
37			T1.2	Track the sources of our ASD and CSD programs with a goal of increasing the diversity of communities represented.	DSD	CSD
38			T1.3	Create church services about anti-oppression with the goal of continuing to Widen the Circle to elevate voices with under represented identities.	Worship Arts (WA)	
39			T1.4	Highlight the lives and teachings of members of diverse communities in the newsletter or in sermons.	Communications	ERC
40	T2	Provide worship and program experiences that are meaningful to people with a wide range of identities.	T2.1	Look to a range of communities for wisdom while being sure to credit and acknowledge those sources.	Worship Arts (WA)	Min
41			T2.2	Examine UUA guidelines about cultural misappropriation to ensure that USG events/worship services are mindful of sources and attribution.	Worship Arts (WA)	Min
42	T3	Continuing education in anti-oppression for all lay leaders and staff (includes Board, MET, Committee chairs, Worship Associates)	T3.1	Each lay leader and staff member commits to attend at least one structured, facilitated workshop/course/program of their choosing focused on anti-oppression per year (or at least every 2 yrs). POLICY (see G1.2 for Program)	Board	MET
43			T3.2	Encourage all congregants to attend at least one structured, facilitated workshop/course/program focused on anti-oppression per year (or every 2 yrs). Offer financial support if needed.	Min/ MET(funding)	ASD

USG Widening the Circle of Concern - WtC			All Recommendations by Action		2024	print
USG Goal			Actions		Primary Owner	2nd
	T = Theology					
44			T3.3	Commit to developing a process look for and name specific examples of systemic racism & white supremacy culture & invite feedback & critique from individuals who have been harmed by it.	COM	Min
45			T3.4	Create a budget line item for anti-oppression trainings & allocate sufficient funds annually.	Board	MET
46	T4	Develop accountability process for addressing/repairing the harm of microaggressions	T4.1	Revise USG covenant statements to include more actions at the individual as well as "system" & policy levels.	Board	
47			T4.2	Increase congregational knowledge & use of the Covenant of Right Relations through publicity & education.	COM	
48			T4.3	Develop practices that increase accountability to the Covenant of Right Relations.	COM	
49			T4.4	Consider revisions to the Covenant of Right Relations that address microaggressions.	Board	
50			T4.5	Consider creating a Right Relations Task Force to implement & support these ideas.	Board	

For more information on the work refer to:

[Widening the Circle - Unitarian Society of Germantown \(usguu.org\)](http://usguu.org)