

## **Proposed Text to Affirm Our Continuing Commitment to Racial Justice**

As Unitarian Universalists we believe in:

- the inherent worth and dignity of every person,
- justice, equity and compassion in human relations,
- the goal of world community with peace, liberty, and justice for all, and
- respect for the interdependent web of all existence of which we are a part.

We also understand that:

- Black lives have been devalued throughout the history of the United States by slavery, Jim Crow laws, segregation, mass incarceration, violence, and other manifestations of systemic racism and that
- Because of continuing systemic racism, black persons in the US continue to be disadvantaged with respect to whites (as a group) in housing, education, the labor market, the criminal justice system, the media, politics and health care, and that
- Black persons continue to be imprisoned in MA at rates that are consistently higher than those of the general population in Massachusetts or nationally.

The 2015 General Assembly Action of Immediate Witness, the Black Lives of Unitarian Universalism Organizing Collective, and other Unitarian Universalist People of Color organizations and leaders have asked Unitarian Universalist congregations to support the Black Lives Matter movement and black-led racial justice organizations.

Also, Black Lives of Unitarian Universalism Organizing Collective has recently called for “everyone in our shared faith, from the smallest congregations to our national Association...” to “...go beyond the bravery it takes to put up a ‘Black Lives Matter’ banner, and be courageous enough to look at the white supremacy within.”

As an act of public witness and to affirm our continuing commitment to racial justice, the Winchester Unitarian Society wishes to make this commitment known to the Unitarian Universalist Association and the community overall. Therefore, be it known that we, the members of the Winchester Unitarian Society, covenant to affirm our continuing commitment to racial justice by:

- publicly displaying on church property a sign or banner that includes the words "BLACK LIVES MATTER,"

- communicating to the wider community in multiple ways the meaning of the sign or banner,
- providing ongoing, intentional learning spaces for our members, friends and the wider community to deepen understanding of systemic racism and possible ways to change it,
- committing to being an intentionally and proactively anti-racist congregation,
- committing to raising anti-racist children,
- acknowledging the need to continue to reflect on our own individual and collective roles in perpetuating systemic racism,
- committing, as a predominantly white congregation to study and reflect on white privilege and our own complicity in institutionalized racism, and
- remaining mindful of the interconnected nature of racism and other systems of oppression that impact people based on class, sex, gender identity, sexual orientation, ability, age, culture, religion, and language.