

Minutes: Racial Justice Committee Meeting. March 4, 2018.

- 1. In support of our Director of Administration and Finance.**
 - a. A token of our appreciation for our DAF was assembled, and will be delivered this week: a gift for two one-year subscriptions to moviepass.com**
 - b. No conclusion was reached on specific action measures for the RJC to enact. However, a second monthly meeting will be held next Sunday after the second service at 12:45. Location to be determined. Check the Order of Service. The following is suggested before that meeting:**
 - Reread both sermons (Wednesday, 2/28 and Sunday, 3/4)**
 - Read and reflect carefully on The Director of Administration and Finance's message.**
- 2. The decision on action re 1. will most likely determine our focus for 2018.**
- 3. Budget: request \$ 5K for an equity audit. Request was submitted to appropriate committee.**
- 4. Minutes will be posted on website after consultation with webmaster.**
- 5. Monthly meeting for April will be on April 8 to avoid any conflicts with Easter.**
- 6. A suggestion was made to consider accountability groups.**

Re: equity audits <http://ucealee.squarespace.com/conducting-an-equity-audit/>

Re: accountability groups <https://awesomewomen.org/accountability-groups/>

The above are for consideration. We welcome other informational sources.

The following was suggested and approved for release to the church leadership and the church facebook group based on approval by a majority of those having attended, by email.

The Racial Justice Committee strongly condemns the racist note to our Director of Administration and Finance, Christina Rivera, left anonymously in her mailbox. We agree that it is out of covenant in its message and its delivery. This week we will each re-read her recent message, A Culture of Complicity, with an open heart to understand the harm of that note and how we are called to act consistent with our UU faith. We agreed to meet again next Sunday after the second service to decide other actions. We urge members of the congregation to attend the facilitated conversation that is being planned.