

Charlottesville's UU Congregation
Racial Justice Committee Meeting
September 4, 2019

In attendance:

Kit McNalley, Joel McNalley, Ann Forno, Frank Dukes, Linda Dukes, Bob Gross, Sharon Utz, Edith Good, Jim Souder

Minutes:

Ann Forno

1. Racial justice audit at church:
 - a. We defined and clarified what this can be and gave some examples:
 - i. The process of looking closely at components of our church, through the lens of racial justice and equity
 - ii. In other words, is what we are doing, showing evidence of racial equity?
 - iii. An audit could be done of our physical space, music, sermons, committees, weekly newsletter, etc.
 - iv. Examples include: Do we depict people from diverse cultures and of diverse heritages in our physical space? Is our music multicultural? Do we conduct meetings in ways that work for people of diverse cultures?
 - b. Possible resources:
 - i. UUA resources, including [UU Allies for Racial Equity](#)
 - ii. Charlottesville Clergy Collective (Frank can reach out to them, if needed)
 - c. General comments:
 - i. This can be a difficult process; there will always be dissenters.
 - ii. This can be difficult to define.
 - iii. Think about timeline.
 - iv. Do this gently.
 - v. Remember that we're all on our own timeline with respect to understanding racism and white supremacy.
 - vi. We've been working on this; it's getting old.
 - vii. I will always be (am willing to always be) working on this.
 - viii. It can be good to invite people to participate in the audit, with leadership guiding the process.
 - ix. What brings people here? (to church, to this committee?) - a desire to tackle problems, in small, bite-size chunks; we need to plan this out explicitly and have carefully plotted actions to achieve this.
 - d. Results:
 - i. What will we do with these results?
 - ii. What might a "deadline" or goal finishing date be?
 - e. Update:

- i. Ann Forno, Jim Souder, and maybe Linda Dukes are working on this. Kate Fraleigh shared resources that she had collected on this topic. Ann, Jim, and Linda have met once and will meet again soon.
2. Considering our name:
 - a. There will be a vote this Sunday, at the Congregational Meeting, on whether to have this discussion.
 - b. Encourage folks to come vote in favor of starting this conversation, if you're so inclined.
 - c. UPDATE: The motion to begin the process of considering our name passed.
3. March for Peace - We were approached by members of an organization called the Safe Alliance of Interfaith Leaders, from Columbus, Ohio, about participating in a march they are planning in Charlottesville, on Sun, Sept 22. We decided that the goal, as explained, was too amorphous, and it's not something we want to devote our time and energy to right now.
4. 8th principle - We decided not to pursue the endorsement of this at this time, given everything else that is going on.
5. Future chair - Given the unlikelihood of someone offering to chair the committee, we will go to a rotating chair schedule (with a different chair each month).

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