

# Racial Justice Task Force Minutes – 15 March 2018

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**In Attendance:** Sally Russell, Gabriel Ely, Linda Cooper

## Agenda

- Opening Words (Gabriel) [BLUU Video](#)
- Racial justice struggles and highlights
- Approved February minutes
- BLUU
  - Fundraising for BLUU will be matched twice if we can raise \$4,700.
  - We have currently raised \$1,051.91 + half of the loose plate collection from the February 25th service for BLUU.
  - Zoe is working with Mara on getting \$1,000 of next year's budget allocated to BLUU.
- Hiring Process
  - We agreed to get involved in the hiring process to prioritize knowledge around racial justice and employee diversity.
  - We want to look at effective strategies for recruiting/attracting diverse candidates and how we can make the selection process more inclusive and likely to select candidates of color for hire.
    - We want to have a RJTF member on the search committee.
    - We want to advocate for a Beyond Categorical Thinking workshop
    - Research diverse recruitment/resource pool
- Banner Next Steps
  - Sally suggested we put the ask to check on the banner for vandalism to the whole congregation in a news blast. The next step is to ask Xina if she would mind that going out with her email. It was create a faster response time if vandalism ever does occur.
  - Does Caitlin Waddick feel comfortable leading banner follow up with the congregation based on her suggestion from a few months ago?
  - RJTF members can gather informal info on how the congregation is feeling through informal conversations in theme circles and other small group settings.
- Newly Public Minutes
  - The minutes used to only be accessible to member of the RJTF or people who had the membership login info on the uusociety.org website. Now they are publically available on the website.
  - If anyone who has attended a RJTF meeting since November 2017 would like to have their name removed for the minutes, let Gabriel know that you want to be removed from the publicly published version of the minutes.
- Update on planning a gathering for FUUSB POC
  - Goal to get this set by the end of April.
- Subteam gatherings

- Tabled for next month - Do we want to use the discernment findings to create subteams, or do we want to continue to make subteams for individual projects but incorporate the discernment findings into our mission and goals so that we have projects that fall under each category?
- Spring Racial Justice RE
  - Christina Vetter is willing to co-lead. Linda is stepping up to help with that. A date needs to be set with Andrea.
- Next meeting:
  - Date: April 19
  - Time: 5:00 – 6:30
  - Opening Words: Linda

# Racial Justice Task Force Mission and Goals 2017-2018

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## Mission

The mission of the First Unitarian Universalist Society of Burlington (FUUSB) Racial Justice Task Force is to engage Society members and friends in the work of identifying, understanding, and undoing racism within ourselves, our faith community, and our broader society. While racism affects many different groups of people, at this time in our history the task force recognizes the urgency of racism as it affects black people in America.

We seek to understand and address the underlying attitudes and habitual responses to anti-black racism in America in our times, including white privilege and white fragility. We engage in this work through discussion, supporting racial justice work in the larger community, and participating in direct action.

## Goals

1. Deepen the congregation's understanding of and engagement around racial justice issues to ensure that they're well prepared to be active and outspoken advocates for racial justice.
2. Continue the process for engaging the congregation in discerning our Society's work in Racial Justice and identify one or more projects for the FUUSB to pursue.
3. Pass a statement of conscience in support of Black Lives Matter and hang a Black Lives Matter banner outside of the Meetinghouse.