

Unitarian Universalist Church of Davis
UNITING FOR RACIAL JUSTICE COMMITTEE CHARGE

Approved by the Board of Trustees on April 14, 2014

Purpose

The Uniting for Racial Justice (URJ) Committee's purpose is to provide leadership, resources, and educational experiences that point the way to racial justice and cultural diversity.

Goal

The URJ Committee's goal is for UUCD to be a loving community committed to the sacred work of racial justice and cultural diversity.

Responsibilities

- To provide people with resources and skills to counter racism.
- To serve as a compassionate and trusted listening presence on issues of racial justice.
- To sponsor discussions, book readings, speakers, and films that demonstrate how and where racism exists.
- To act as prophetic witnesses by calling out acts of racism, microaggression (brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership), and oppression.
- To seek racial equality under the law in areas such as immigration, racial profiling, and disproportionate minority contact with the judicial system.
- To be leaders and models of racial justice by embodying a multicultural UU identity, by helping to reinforce these values in our Religious Exploration program, and by sponsoring multicultural group activities for our congregation.
- To promote racially inclusive coalition-building skills by supporting interfaith and civic celebrations that promote racial justice.
- To support, encourage, and challenge one another.

Special Qualities or Skills Needed By Members

Commitment to promoting racial justice and cultural diversity.

Number of Members Needed

7-9.

Terms of Office

Chair: 1 year, preferably with previous service as a URJ Committee member.

Members: 3-4 years.

Membership Selection Process

The URJ Committee extends invitations to individuals who have demonstrated that they share its goals and purposes, that they are sensitive to racial justice and other issues the URJ Committee considers, and that they are willing to contribute their fair share to the URJ Committee's work.