

Monitoring Report – September, 2015

Policy J: Anti-Racism and Racial Healing Commitment

With respect to Unity’s commitment to becoming an actively anti-racist institution, the Executive Team may not fail to:

1. **Maintain an active conversation with its vendors by engaging them in a process of evaluation and education, applying a matrix of values with all vendors above a threshold of \$2,500.00 annually.**

Approved on 11-03-12

In response to this policy, it is the ET’s intention to:

- *Develop and implement a matrix of criteria that expresses the church’s stated values and ends.*
- *Survey current contractors and vendors to evaluate their compliance with our criteria.*
- *Create required goals for our current vendors and contractors who are not in compliance, thus challenging and educating them;*
- *Apply the criteria to all future processes for the selection of contracted services and vendors.*
- *Report results to the Board of Trustees and the congregation annually in an effort to be accountable and transparent.*

We have developed criteria (see below) but we have not surveyed current contractors as proposed. We do, however, apply these values and criteria with new contracts that are above \$2,500.00.

Matrix of Criteria for contracts and vendors (weighted):
1. Minority hiring practices - resulting in a 31%* employment of people of color and women. (25%)
2. Sustainability practices – demonstration of a commitment to healing the earth. (15%)
3. Local engagement – demonstration of a commitment to the community’s overall health and well-being. (15%)
4. Worker’s Equity in fair compensation, inclusive benefits and healthy work environment. (20%)
5. Competitive fees for goods and services (25%)
*Keyed to Ramsey County requirements.

- 2. Report annually on diversity of staff on payroll, including the percentage of positions and salary paid to people of color.**

As of September 2015 our staff is comprised of 32% people of color (7 of 22), and 25% of salaries are assigned to people of color (\$199,970 of \$790,346).

- 3. Report annually on the percentage of Sunday Offerings that go to organizations with an anti-racist agenda and/or that serve communities of color.**

From July of 2014 through June of 2015, 45% of the organizations that received a Sunday offering have anti-racist agendas (per their mission statements) and 73% of the organizations serve communities of color.

- 4. Ensure that staff members receive training in anti-racism analysis.**

We dedicated a segment of our all staff retreat earlier this month to cultural awareness. We have also incorporated anti-racism awareness and work into our Staff Norms.

- 5. Consider Unity's anti-racism commitment in interpretation of the Ends Statements, and how that commitment is implemented in covenant with local communities of color.**

As you can see from the ET's Interpretation of the Ends (on the agenda at this September meeting) Unity's anti-racism commitment is woven throughout the work.

- 6. Report at least annually to the congregation on the work being done to live out Unity's anti-racism values, and the measurable outcomes of that work.**

We will incorporate this report into our Annual Report to the congregation. In addition, the ARLT's annual report presents a comprehensive look on the work being done to live out our anti-racist values.

#2 - #6 Approved on 05-12-12