

Unity Church Unitarian Governing Policies

II. Executive Team Limitations

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

2. Report annually on diversity of staff on payroll, including the percentage of positions and salary paid to people of color.
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.
4. Ensure that staff members receive training in anti-racism analysis.
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.
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.

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