

**Unity Church Unitarian  
Policy J. #1  
Vendor Audit**

**Board Policy J. – Intent and Implementation**

The Executive Team believes that the church expresses its values in the way it spends its resources. We are committed to being intentional with contracts for services and vendors. We believe that the process of evaluating and educating current vendors and the process of intentionally choosing new vendors based on our values will promote our anti-racist and anti-oppression agendas.

**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.**

**We propose:**

- Developing and implementing a matrix of criteria that expresses the church’s stated values and ends.
- Surveying current contractors and vendors to evaluate their compliance with our criteria.
- Creating required goals for our current vendors and contractors who are not in compliance, thus challenging and educating them;
- Applying the criteria to all future processes for the selection of contracted services and vendors.
- Reporting results to the Board of Trustees and the congregation semi-annually in an effort to be accountable and transparent.

**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.