

## **RACIAL JUSTICE RESOLUTION, AUGUST 2019**

The following resolution to become a Racial Justice Church was passed by University Congregational United Church of Christ in August 2019.

### **BE IT RESOLVED THAT UNIVERSITY CONGREGATIONAL UNITED CHURCH OF CHRIST IS CALLED TO BE A RACIAL JUSTICE CHURCH**

We acknowledge that there are many ways in which we, as a congregation, take part in the systemic racism that exists in our society.

We affirm that as people of faith and followers of Jesus, we are called to work in our understanding of systemic racism, and to work in ways both in and outside the church to change those systems and ourselves.

We acknowledge that while our journey in this work has begun, many steps are still to be taken. We are called to take strides in self-awareness, in community learning, and to be a voice with others in witness to our faith.

We affirm that these steps will include but are not limited to:

- \* Hanging a Black Lives Matter banner in public display on the exterior of our church building, in recognition that Black lives have been systemically devalued by our society and that we live out the love of God justly by publicly saying #BlackLivesMatter
- \* Developing benchmarks within our church programs, worship services, employment practices and physical structure to eradicate racism and promote more inclusive practices.
- \* Continuing our sacred conversations about race through peace circles, trainings, book groups, lectures, etc.
- \* Continuing our involvement with outside groups, congregations and policies that promote justice for people of color.
- \* Developing a process of accountability when inevitable racist comments and practices are brought to light.
- \* Wherever possible coordinating with the other social justice activities in the Church including Sacred Earth, Housing and Homelessness, and Immigrant Rights teams.

We make this commitment and continue on this journey knowing that our work will be imperfect and incomplete, yet also knowing that it is crucial that we make bold and courageous steps, call on God's love and grace for ourselves and each other when we fall short, and move forward secure in the knowledge that God is calling us to be on this sacred journey of honesty, commitment, passion and hope.

In response to this resolution, the University UCC staff developed the following statement:

**We, as staff of University Congregational Church United Church of Christ, commit to action in response to our congregation's call to be a Racial Justice Church.**

We make this commitment and continue on this journey knowing that our work will be imperfect and incomplete, yet also knowing that it is crucial that we make bold and courageous steps. We call on God's love and grace for ourselves and each other when we fall short.

**As staff, we commit to:**

- Engage in direct action to confront and heal racism and its effects in our church and society.
- Continue our own work and sacred conversations about race.
- Develop a process of accountability for when inevitable racist comments and practices are brought to light.