

Recommendations of the UU Commission on Institutional Change (June 2020)

A Concise Summary of the 117 Recommended Actions* by Mark Gallagher

> Ideological commitment

- Acknowledge anti-oppression work as a theological mandate
- Promote “widespread acknowledgement of UU foundational complicity in racist practices” to undergird continuing support for anti-oppression.

> Governance

- **Put commitment to anti-oppression in the UUA bylaws**

- UUA Board and President to develop and report on multi-year implementation plan for these recommendations.
- Create an **on-going independent body** to ‘identify systemic changes’ and ‘monitor accountability’ – to consist of representatives from DRUUMM, BLUU, TRUUST, and EQUUal Access, plus two others. This body to have a representative on the UUA Board.

{Comment: This may effectively put identity-group leaders in charge of the UUA – authorizing them to prescribe broad institutional changes and hold institutional leaders accountable.}

> Prioritize and fund the leadership of POMI’s*, as a matter of reparations and as a strategy for inclusiveness.

- Fund many types of POMI gatherings and caucuses – program development, administrative support, costs for individuals to attend, personal and professional support for the time attendees spend at such events.
- Prioritize POMI authors for publication in UU publications. Fund POMI’s to develop worship materials.
- Provide resources for the psychological stress POMI’s face in serving mainly white congregations.
- Provide administrative and travel funding for identity groups, in particular: DRUUMM, BLUU, EQUUal Access, TRUUST
- Form an alliance of POMI and anti-oppression groups.
- Contract with (pay) DRUUMM, TRUUST, and EQUUal Access to develop a certification program for congregations.

> Anti-oppression training:

- To be provided (and often required) for UUA staff, interim ministers, credentialed professionals, congregational leaders, and white allies.
- Encourage white youth, young adults, and adults to learn from, support, and be accountable to POC.

> Congregations

Encourage/pressure the modification of worship and leadership practices under the guidance of POMI’s.

- Develop and promote “Promising Practices.” Also a certification program (like Welcoming Congregation).
- Purchase materials from authors of color.
- Encourage tiny congregations to fold and devote their resources to the founding of POMI congregations.

> Professionals

- Add ordination at the UUA level (to reduce barriers to entry).
- Create a Common Code of Ethics for all UU professionals.
- Consider reallocating compensation from ministers to lower-paid staff positions.

* **POMI = Person of Marginalized Identity** (this is my term, not the Commission’s). The Commission refers to a variety of combinations of Black, Indigenous, people of color, disabled, transgender, and LGBTQ. For the purposes of summarizing, these are consolidated into one term.

NOTE: I offer this summary because the Recommendations are very numerous and make for somewhat tedious reading as they contain a great deal of redundancy -- with slight variations. This summary is just one person’s effort and does not claim to be comprehensive. It is obviously no substitute for reading the Recommendations and the full Report in their entirety.