

UUCR 8th Principle Team Anti-Racism Survey (May 2019) Results

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UUCR adopted the 8th Principle:

We covenant to affirm and promote:

- Journeying toward spiritual wholeness by building a diverse, multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

for ourselves in May of 2017. We were the first in the UUA to do so, but now over a dozen congregations across the country have done so, and others have expressed support for it. Since the 8th Principle is about accountable action, we formed an 8th Principle Team to assess our progress and hold ourselves accountable to our commitment. The team consists of Portia Hunt, Bruce Pollack-Johnson, Tim Styer, Fern Culhane, Wayne Boyd, Peter Johnstone, and Rev. McKinley Sims (ex officio). The team decided to get a sense of where we are as a congregation with regard to anti-racism by conducting a short survey in May of 2019. We received 30 responses, out of a total of around 90 members. For a survey, this is an excellent response rate, but we can't assume the results are perfectly representative of the whole congregation. This document is a summary of the results.

To get a sense of those who responded, the reported length of their involvement at UUCR ranged from 1-48 years, with an average of about 23. Only 4 reported less than 10 years, so there is a definite bias toward longer-term members in the respondents. About 1/3 have been in leadership positions in the last 10 years, about 1/3 have not, and about 1/3 did not respond. The number of UUCR activities respondents listed being involved with ranged from 1 to 10, with an average of about 4.

Question 1 asked about whether people have had a full-weekend anti-racism training, like the UUA's Jubilee training. 1/3 of respondents (10 people) said they have taken the Jubilee training (half this decade, and almost all in this millennium). Of those who have not taken Jubilee, 6 reported having a similar weekend-long anti-racism training, so about half of all respondents have had significant training in anti-racism.

Question 2 asked about activities related to anti-racism. About half of all respondents reported at least one such activity. The number of activities listed ranged from 1 to 8, with an average of about 2 ½. The most frequent activities mentioned were the Beloved Conversations program (7 people) and the *Soul Work* book discussion group (5).

Question 3 asked about books, movies, shows, etc. that have been most influential from an anti-racism perspective, and what the take-aways have been. 23 people responded, and the number of items listed ranged from 1 to 29, with an average of about 5. The results of these responses have been compiled in an Excel table, and are attached with this report. We encourage UUCR members and friends to use this list to consider additions to their own lists of books they might want to read and movies or shows to see in the future.

The 8th Principle Team thanks everyone who participated! These results will be communicated in the weekly electronic and quarterly newsletters.