

Results of the Survey on the Upcoming Resolutions:

Submitted by Ann Heidkamp, Social Action Council Chair

Thank you to the 77 members who provided feedback on the upcoming resolutions for adding an 8th Principle and Building Beloved Community by Dismantling White Supremacy Culture resolutions. Overall a large majority of respondents supported each resolution. But the comments and questions provide a much richer picture of underlying issues/concerns about each resolution. Based on these, the planning committee will prepare responsive materials to address them and help members make their decisions for the Congregational meeting in late October. Here is just a snapshot of the responses – watch for further material in the coming weeks.

Results for Resolution 1:

UUCW supports the addition of an 8th Principle to the UUA principles calling for “Journeying towards spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

What is your current level of support for this resolution?

Answer Choices	Responses	
Strongly Support	51.95%	40
Support	31.17%	24
Oppose	3.90%	3
Oppose Strongly	1.30%	1
Neither Support nor Oppose	9.09%	7
I need more information to decide	2.60%	2
TOTAL		77

Reason for Choice

Answer Choices	Responses
• I think It is important for UUs to acknowledge our white supremacy heritage and culture and commit to changing it at the national, regional, and congregational levels. Adding the 8th Principle will hold us publicly accountable as a denomination to do this work.	55.84% 43
• I agree with the intent of the 8th Principle, but I think the current principles provide a strong enough basis for our work against racism in our own denomination and in society. Having this 8th principle would be redundant.	22.08% 17

Answer Choices	Responses
• I agree with the intent of the 8th Principle, but I don't like the wording. It is very different in phrasing than the others.	3.90% 3
• To me, the 8th principle is more specific and action oriented than the other 7 and seems to require that all UUs agree to a certain way to approach anti-racism work. It seems like "political correctness."	10.39% 8
• As UU's we should be focusing our efforts on changing the larger society. The 8th Principle with its focus on internal UUA changes could divert us from that important work.	1.30% 1
• I have no position on adding an 8th Principle or not. I choose to remain neutral.	1.30% 1
• Other reason(s) – explain in the comment box.	5.19% 4
TOTAL	77

The most common comments and questions had to do with:

- This type of principle will hold the UUA and UUCW accountable for making changes to become more equitable and inclusive. Some suggested that it is action and not resolutions that are most important.
- The current principles are enough to cover anti-racism work in UUA and UUCW. Could the current principles dealing with social justice be reworded/strengthened instead?
- Have the principles ever been changed before? Clarify the process of adding a Principle to the current 7 principles?
- If we pass this resolution what types of changes will it mean at UUCW or the UUA?

Resolution 2:

Commitment to Beloved Community by Dismantling White Supremacy Culture at UUCW:
"UUCW will continue the commitment we made in Jan. 2016 to support Black Lives Matter by engaging in an on-going examination and dismantling of white supremacy culture within our congregation with the goal of becoming a more inclusive and welcoming congregation."

What is your current level of support for this resolution?

Answer Choices	Responses
Strongly Support	62.34% 48
Support	22.08% 17
Oppose	2.60% 2
Strongly Oppose	0. 0
Nether Support nor Oppose	9.09% 7

Answer Choices	Responses
I need more information to decide	3.90%
TOTAL	3
	77

Reasons for Choice:

Answer Choices	Responses
• I think it is time that we at UUCW acknowledge our white supremacy heritage and culture and commit to changing it. Passing this resolution will make this work a priority.	37.84% 28
• I think that by passing this resolution we at UUCW will all learn and change for the better and become a more welcoming, equitable, and inclusive community.	35.14% 26
• I agree with the intent of the resolution, but I don't like the wording. Add suggested changes in the comment box.	2.70% 2
• I don't understand what "dismantling white supremacy culture" means. I need examples of the type of changes that could happen at UUCW if we pass this resolution.	6.76% 5
• I am uncomfortable with the term "white supremacy culture." Add comments in the box at the end to explain why.	6.76% 5
• UUCW is already open and welcoming to everyone. I don't think we need this resolution.	2.70% 2
• As UU's we should be focusing our efforts on changing the larger society. This resolution with its focus on internal UUCW changes could divert us from that important work.	2.70% 2
• I have no position on this resolution. I choose to remain neutral	2.70% 2
• Other – explain in the comment box.	2.70% 2
TOTAL	74

Most common comments and questions had to do with:

- Proud that UUCW is working on dismantling white supremacy culture. It is the right thing to do and is needed if we want to live up to our principles.
- Need examples of the type of changes this would mean at UUCW. Who will be responsible for implementing?
- Need to better understand or do not like the words "white supremacy" culture.
- Our white suburban location and majority white congregation will make it difficult to implement this. How can we do this work if we don't engage with people of color because "we don't know what we don't know."
- We need actions not resolutions; we need to act in the community not internally.

Pros and Cons of Passing These Resolutions - There were many more positives listed than negatives. Some typical comments:

Pros:

- Only positives - keeping this important priority visible and active. Discussing white supremacy and privilege may make us uncomfortable, but without discomfort, we do not change or grow.
- I think that we will become more open, honest, creative, diverse, understanding, welcoming, and active in changing the culture around us as well.
- Passing this resolution will ensure that we as a congregation deeply examine all of our practices in light of racial equity, white supremacy, and inclusivity. Doing this will help us grow spiritually to continue doing the important work of anti-racism in our broader community and in the world.
- 1. It will drive further discussion and action. 2. The timing could not be better with what is happening in the world. It is important for these conversations to occur to open minds regarding white privilege. 4. Many "whites" do not understand their role in the continuance of systemic racism. 5. It is urgent and vital that we educate ourselves and not rely on POC, which is yet another burden to those groups.

Cons:

- It could drive some folks away from the congregation and stir controversy in the wider community.
- Unanticipated consequences are, by definition, difficult to foresee. It could devolve into "navel gazing" and a focus on internal church dynamics and interactions that could prove divisive, while failing to motivate involvement and action in the wider community.
- We may be turning away current or potential members by this barrage of scolding and shame. Really tiring.