

UUCS Small-Group Discussions

The “8th Principle”

What might the endorsement or adoption of the proposed “8th Principle” mean for the UUA? For our Church? For us as individuals?

UUA's Seven Principles

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote:

- 1. The inherent worth and dignity of every person;**
- 2. Justice, equity, and compassion in human relations;**
- 3. Acceptance of one another and encouragement to spiritual growth in our congregations;**
- 4. A free and responsible search for truth and meaning;**
- 5. The right of conscience and the use of the democratic process within our congregations and in society at large;**
- 6. The goal of world community with peace, liberty, and justice for all;**
- 7. Respect for the interdependent web of all existence of which we are a part***

UUA

President: Susan Frederick-Gray

Origin: May 1961

Congregations: 1,096

Members: 152,921

Publications: UU World

Website: www.uua.org

**UUA Principles adopted in 1961
at the time of the merger of
Unitarians and Universalists**

***7th Principle adopted in 1984**

The Proposed “8th Principle”

“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote:

Journeying toward 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.

***Beloved Community** – A Beloved Community happens when people of diverse racial, ethnic, educational, class, gender, age, abilities, sexual orientation, backgrounds/ identities come together in an interdependent relationship of love, mutual respect and care that seeks to realize justice within the community and in the broader world.

Racism in our Institutions and Racist Policies

Institutional racism is distinguished from the explicit attitudes or racial bias of individuals by the existence of **systematic policies or laws and practices** that provide differential access to goods, services and opportunities of society by race. Institutional racism results in data showing racial gaps across every system. – Frank Porter Graham

KENDI

“A **racist policy** is any measure that produces or sustains racial inequity between racial groups. An **antiracist policy** is any measure that produces or sustains racial equity between racial groups.”

- By policy, I mean any written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people
- Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups.



Ibram X. Kendi

Multiculturalism

One Meaning of Multiculturalism

While we must continue to dismantle the systemic racism embedded in laws and institutional practices that have arisen from a dominant white culture, we must also engage the underlying problem of dismantling racism in ourselves and our behaviors. It means adopting practices that center the ideas and leadership of others. That means changing our orientation from one of welcoming different people to *our* culture to valuing *their* cultures.

Vision of a Beloved Community

The vision of Beloved Community is one of a love shared across the whole human family, not one of assimilating other cultures into a dominant white culture. It is a love that springs from an appreciation for the richness of difference across individuals and cultures.

The aim is not to form one shared culture that submerges individual identity or cultural heritage. It is to share power and resources across cultures in ways that value difference while honoring our shared human values.

Brief History of the 8th Principle

- **2013 -The Concept Arises:** Paula Cole Jones – Director of Racial & Social Justice for the UUA Central East Region Group realized that a person could believe they are being a “good UU” and following the 7 Principles without thinking about or dealing with racism and other oppressions **at the systemic level.**
- **2013 – A Draft 8th Principle is Created:** - Paula Cole Jones collaborated with Bruce Polack-Johnson (UU Church of the Restoration in Philadelphia) and created the anti-racism 8th principle in 2013. The Philadelphia church incorporated it in their Covenant and then in May 2017, formally adopted it for themselves and recommended that UUA adopt it.
- **2017 – UUA Minority Groups Encourage Adoption:** In 2017, minority groups within UUA, including **BLUU** (Black Lives UU), **DRUUMM** (Diverse & Revolutionary UU Multicultural Ministries) encouraged UUA leadership to adopt the additional Principle.
- **2020 – 8th Principle Interest Surges:** Following the murder of George Floyd, UU congregations’ interests in the 8th Principle surged. To date, 31 congregations have adopted the additional Principle and 85 churches are in the “pipeline”. Paula Cole Jones monthly online discussion has attracted many new antiracist UU church advocates.
- **2020 – Article II Study Commission:** In 2020, the UUA Board of Directors appointed an “Article II Study Commission” to review and recommend changes to UUA’s 7 Principles.

UUA Principles Review – Article II Study Commission

Article II Study Commission: In 2020, the UUA board appointed and charged a new “article II study commission” with the responsibility of reviewing Article II of the UUA bylaws which includes UUA’s “Seven Principles” and make recommended changes to the Board by 2022 for consideration at the GA meeting that year.

- Original Principles were developed in 1961
- Principles were revised in 1987
- Bylaws advises review of Article II every fifteen years.
- Adoption of changes requires two annual votes



Paula Cole Jones

Members of the Article II Study Commission include:



**Becky Brooks
(Co-Chair)**



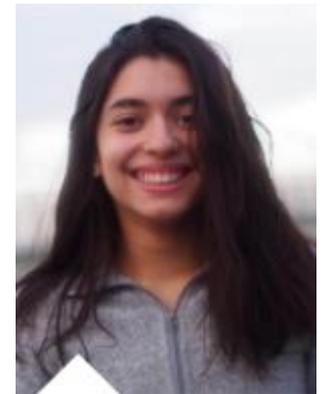
**Rev. Cheryl Walker
(Co-Chair)**



Maya Waller



Rob Sirko



Satya Mamdani

Small-Group Discussion

Entity	“How Might the 8 th Principle Change Us?”
• Church Member or Friend	How might endorsement or adoption of the 8 th Principle change you and your fellow members and friends as individuals?
• UUCS	How might endorsement or adoption of the 8 th Principle change our church as a congregation and organization?
• UUA	How might endorsement or adoption of the 8 th Principle change the Unitarian Universalist Association as an organization?

Please collect your ideas for each of the above questions and type them into the “chat” after reconvening with the larger group