

## **ANTI-RACISM COMMITTEE**

The UU Savannah Anti-Racism Committee (ARC) was commissioned by the Board of Trustees in June 2020, after a unanimous vote by the congregation, to help the church evolve into a fully inclusive, anti-racism, multicultural organization. We function as a working group. We are committed to ongoing learning, ongoing work, and rotating membership/leadership. We invite the entire UU Savannah community to collaborate with us in identifying steps we can take as a congregation to engage in active racial equality.

### **Vision**

UU Savannah becomes a fully inclusive, racially equitable, multicultural organization.

### **Mission**

Help UU Savannah evolve towards becoming a fully inclusive, racially equitable, multicultural organization through the following intentional actions:

- Reach inward through education, self-reflection, and by seeking counsel of BIPOC (Black Indigenous People of Color) members of the congregation and the larger Savannah community.
- Identify and work to change any manifestations of racism in ourselves and in our church operations, programs, policies, hiring, and retention practices.
- Reach out to work in solidarity with the community at large.

### **Immediate Steps**

- **Visibility:** We plan to help others see what is often hidden from view.
  - Anti-racism work needs to be done by everyone in relation to learning and understanding structural racism.
  - Importantly, white people need work with other white people to understand and recognize the ways that white privilege and white supremacy impact lives and grant privileges to some through the oppression of others.
  - To this end, we will offer workshops, reading groups, videos, and guest speakers.
- **Accountability:** Progress requires the establishment of mechanisms for accountability.
  - White people should determine ways to be held accountable.
  - To this end, we will engage with community members and organizations to be allies, partners, and to work mindfully together within our greater area to strengthen the Beloved Community.

### **Resources**

A curated webpage of appropriate [resources](#) has been created. Additional resources will be added to this webpage on an ongoing basis. Members of the congregation are encouraged to submit resources to Jane Rago (ARC Committee Chair) via email at [antiracism@uusavannah.org](mailto:antiracism@uusavannah.org).

### **Future Activities**

Congregational activities and additional shared resources will be announced in the future.