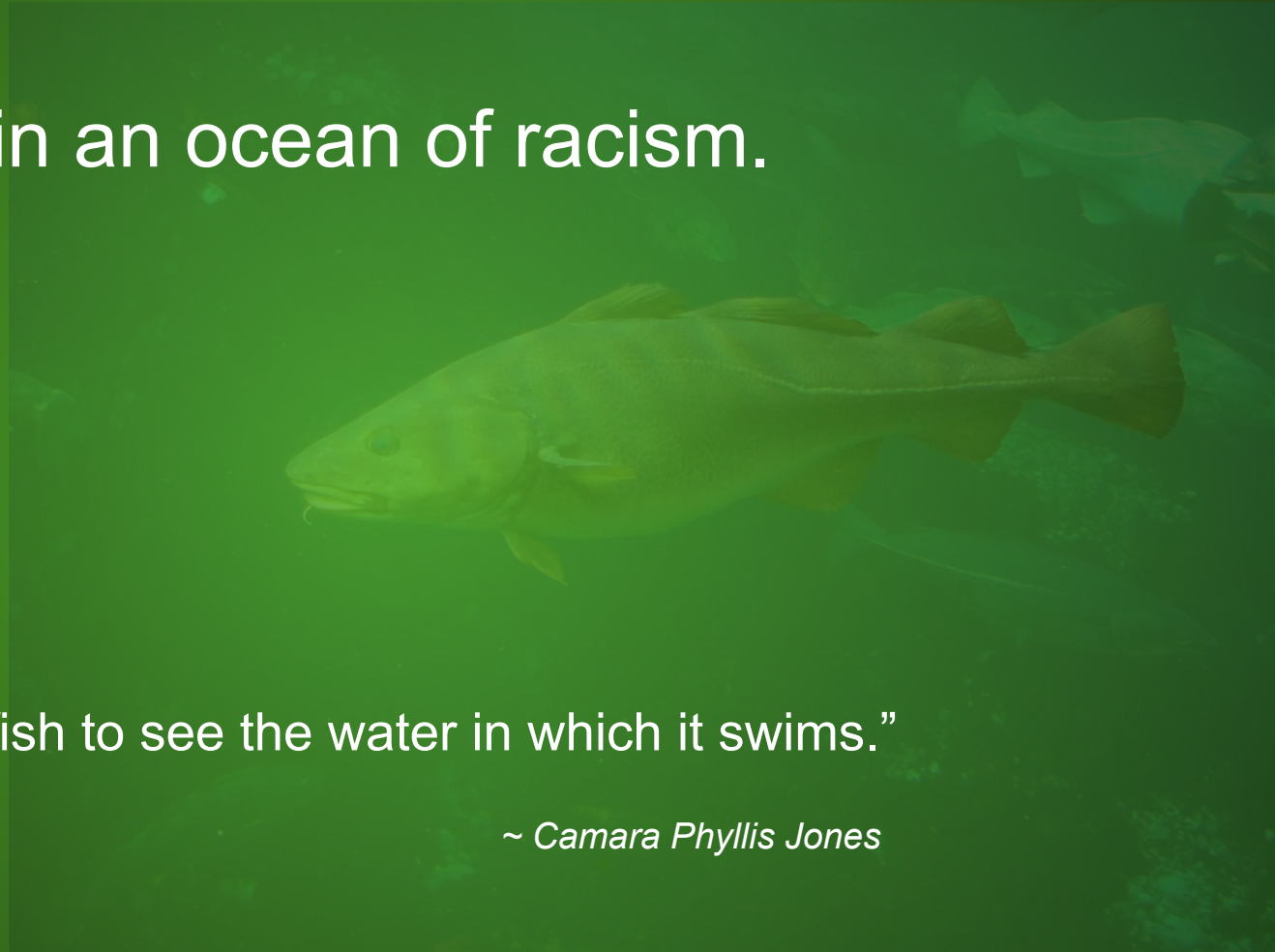


We swim in an ocean of racism.

“It’s hard for a fish to see the water in which it swims.”

~ *Camara Phyllis Jones*



Dismantling Racism Study Group

*Co-Chairs:*

Beverly Horton &  
Rev. Julie Stoneberg

*Members:*

Douglas Ennenberg  
Charmaine Ferworn  
Ashlyn Noble  
Pamela Smith-Loeters  
Catherine Strickland  
Tamiko Suzuki

*Email:*

dismantling-racism@cuc.ca

**WE BELIEVE**

**BLACK LIVES MATTER**

NO HUMAN IS ILLEGAL

**LOVE IS LOVE**

Women's Rights Are Human Rights

**SCIENCE IS REAL**

**WATER IS LIFE**

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## DRSG - formed in May 2019 by CUC-AGM resolution

1. Identify and assess efforts made in our congregations and communities to dismantle racism and other oppressions
2. Explore possible action plans that will engage Canadian Unitarians and Universalists in serious conversation and action about racism.
3. Consider how and where a commitment to racial justice might be better woven into our founding documents: our principles and sources, our vision statement, and our aspirations.
4. Produce a report that names where racial justice is present in our Canadian Unitarian and Universalist institutions and gathering places.

# CUC's 2020 DRSG National Survey



Designed by the Dismantling Racism Study Group (**DRSG**) to:

- To identify and assess Canadian UU efforts to dismantle racism
- To identify gaps in anti-racism understanding and actions
- To propose ways to fill those gaps.

Preliminary Report November 2020

# Summary findings:

- Dismantling racism is spiritual work that is critical to our resilience and relevance.
- There is not a sufficient commitment to racial justice work among those in UU leadership roles.
- BIPOC respondents insist that we must build solidarity with organizations that are striving for racial justice
- Dismantling racism and addressing injustice must become central to our faith.





# Mind the Gaps!

- Between our aspirations as Canadian Unitarians and the realities in our congregations and communities
- Between what white people experience and what BIPOC experience in our congregations and communities
- There is no gap, but rather a direct correlation, between our moderate commitment to racial justice work and the troubling lack of change actually happening in our congregations.



We are building a new way.



# BELOVED COMMUNITY

Beloved Community happens when people of diverse racial, ethnic, educational, class, gender, sexual orientation backgrounds and 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.



## Recommendations:

- **Do the work of anti-racism NOW**
- **Listen to BIPOC Voices**
- **Demonstrate a commitment to racial justice work, with an investment of resources at the national and congregational level.**

*These are first steps in a long process...both for the Dismantling Racism Study Group and our faith.*



- **Develop a curriculum to (understand racism)**
- **Assemble and disseminate anti-racism education materials**
- **Create a best practices guide for congregations focusing on anti-racism**

## Recommendations:

**Adopt an 8th principle as an explicit expression of our commitment to anti-racism.**

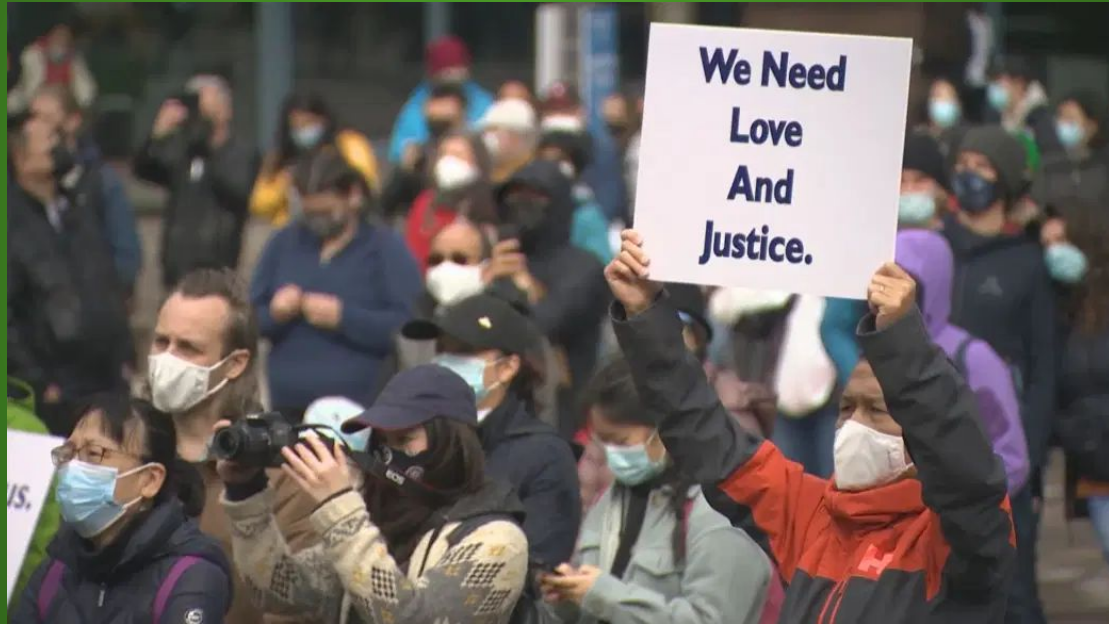


We, the member congregations of the Canadian Unitarian Council, covenant to affirm and promote\*:

***“Individual and communal action that accountably dismantles racism and other oppressions in ourselves and in our institutions.”***

\* Suggested language for Canadian UUs

**Now more than ever, the world needs us  
and our theology.**



# Where to find the report...

<https://cuc.ca/dismantling-racism-study-group/>

# Discussion Questions

1. Where are you in the journey to dismantling racism and moving towards a beloved community?
2. What are the next steps to dismantling racism and moving towards a beloved community?

# Where do we go from here? Next steps.

Mandate and recommendations from survey  
will form the basis of next steps.

## What can you do?

Vote for the motion to adopt the 8th principle at the UCM AGM  
Sunday, June 6



Thanks!

Charmaine Ferworn  
Rev. Fiona Heath  
Pamela Smith-Loeters

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