

Anti-Racist Leadership Team (ARLT) Annual Report to the Board of Trustees

ARLT Report - Liaison Meetings 2018 ARLT members have had conversations with two of the four leadership teams this year: • KP Hong: Director of Religious Education, February 2018 • Barbara Hubbard: Executive Director, October 2018

Both teams are deeply committed the embedding of antiracist and multicultural (AT/MC) in the fabric of their work at Unity Church. R.E. is in the process of a curriculum review (Spirit Play through Tower Club) with a goal to embed all curricula with a multicultural focus; this includes a critical look and challenge to whiteness as the norm, and considerable thought given to the development of religious and spiritual development of adults.

The work of the Executive Director reflects an ongoing, deeply introspective and thoughtful approach to embedding role equity, racial justice, and multiculturalism into the work of the church.

Both departments described a deep and abiding commitment to the work of AR/MC and a strong and firm desire to do more work to support the ongoing development of an AR/MC church.

Year End Report for the ARLT If there is a clear mission /mandate for the church to institutionalize or embed a multicultural / antiracist stance, then how the church does this should be clear, and as possible measurable, and systematic. The role of the ARLT, established by the Board of Trustees, has been to gather data about this mission from four key leadership positions and to provide a synthesized report at the annual meeting on how that embedded mission has been demonstrated by the leadership teams during the year.

This year the ARLT has entered into conversation with the Board to determine if the ARLT tasks should be returned to the Board. It is anticipated that a decision about this will be made early next year.

Respectfully submitted by the ARLT: Jim Davnie, Christine Fenske, Joe Mueller, Signe Nestingen, Jane Thompson, Ex Officio: Drew Danielson