

LGBTQ+ Justice TEAM CHARTER

Date: November 25, 2023

Responsible to: Social Justice Committee/Minister

LGBTQ+ Justice Team Chair: **Eric Rubin-Perez**

LGBTQ+ Justice Team Members: (minimum of 3 people)

Jim Rubin-Perez, Mary Sussman, Carol Dewey, Meigan Cooper, Trudy Delaney, Zoe Pasquier

Key Responsibilities of LGBTQ+ Justice Team: **The role of the LGBTQ+ team is to educate and engage the community and congregation through raising awareness and by sponsoring activities. The UUFH is in the process of recertifying as a Welcoming Congregation. This is a designation established by the UUA that our congregation has met the criteria to be deemed a welcoming and safe congregation for the LGBTQ+ community. In doing so, we will make sure LGBTQ+ celebrations/commemorations are observed, such as LGBTQ+ history month, Transgender Day of Remembrance, etc. The group will also work to inform the congregation and Huntington Community of various legislation, e.g., the NYS Equal Rights Amendment, which will be on our ballots in 2024.**

Limitations on Authority/Approvals Required: The LGBTQ Justice Team, in communication with the Social Justice Committee, is empowered to take action, sponsor activities, sign public documents, meet with policymakers, or co-host events with other organizations when the UUFH and/or the UUA has a specific written policy or position on the issue. When there is no UUA or UUFH policy or position, the team will first get the support of the Social Justice Committee and the minister, and if obtained, then create a process for educating the congregation and obtaining congregational support before engaging this issue on behalf of UUFH. Only the Minister and the Board President may make public statements to the media on behalf of UUFH, unless they specifically approve a designee. All press releases must be approved by the minister in advance.

Committees/Teams/People to Coordinate with: **We anticipate coordinating with most of the other key committees at the UUFH; any proposals to make the building and grounds more inclusive must be coordinated with Building and Grounds/Landscaping.**

Other:

Board approval X , Date 12/19/23