

RACIAL JUSTICE TEAM CHARTER

Date: December 1, 2023

Responsible to: Social Justice Committee/Minister

Justice Team Chair: TBD

Justice Team Members: (minimum of 3 people)

Helen Boxwill, Linda Pitra, Doreatha Hirsch, Steve Burby

Key Responsibilities of Justice Team:

Keeping the 8th Principle always in the forefront of our efforts to build a diverse multicultural Beloved Community:

- Developing accountable relationships with communities of oppressed/marginalized people and, with their guidance and counsel, siding with them in solidarity.

Researching, education and providing guidance to UUFH on anti-racism

- Identifying and/or developing racial justice initiatives and promoting involvement of the greater UUFH in community activities.

Limitations on Authority/Approvals Required:

The Racial 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:

Social Justice Committee, all Justice Teams, the Minister, the Congregation

Other: Huntington NAACP, NYCLU, Police Reform organizations, and others as applicable
Board approval

____X____, Date ____12/19/23____