

Engaging Racial Justice A PLEDGE for People of Northfield, MN

Purpose: To encourage faith communities and others within Northfield, MN and beyond to unmask, dismantle and eradicate racism.

Background:

Communities across the United States are steeped in racist practices and systems that have done undue harm to indigenous populations and people of color for over 400 years. This is not new information. However, Northfield with its proximity to the Twin Cities and the killing of George Perry Floyd on its streets has a renewed opportunity to engage racial justice in a time of outrage, awareness and growing calls for action.

A group of concerned Northfield leaders in faith communities with “a vision for the world God imagines where all people are treated with equality and dignity” are inviting cooperation and collaboration through a PLEDGE to engage racial justice in concerted and sustained ways. Efforts by many are already underway and there is momentum to build upon. The PLEDGE is meant to encourage sustained and ever-deepening engagement until the day racism is unmasked, dismantled and eradicated from our society.

UUFN’s Participation:

Dismantling racism and white supremacy is core to our belief in the inherent worth and dignity of every person and our commitment to justice and equity. UUFN undertakes this PLEDGE as a way to live our values as well as join in a common effort with other faith communities in the Northfield area. We understand that the work of racial justice must be sustained over the long haul in order to be meaningful and effective. Therefore, this pledge will be reviewed annually by the UUFN Board and Social Justice Team in order to recommit to the goals and update the strategies and actions we will take to move toward them.

The PLEDGE

We the people of the Unitarian Universalist Fellowship of Northfield do pledge this day _____, 2020 to engage in the work of racial justice so that racism is unmasked, dismantled and eradicated from our society. We promise to take the *next* step of:

Preparing ourselves to engage anti-racism work through a common read and discussion of *White Fragility* by Robin DiAngelo and *My Grandmother’s Hands* by Resmaa Menakem.

We further promise to evaluate the experience and continue the pledge by taking the following step of:

Creating a small group intensive study program focused on becoming antiracism allies which

will highlight the voices and experiences of those who are Black, Indigenous, and People of Color.

In addition, we pledge that:

- These initial steps will become part of *continuing* self-education through reading, speakers, and workshops that address anti-racism and work to dismantle white supremacy.
- We will commit to bringing into worship, social justice, and educational efforts the voices of those who are Black, Indigenous, and People of Color and do so with respect and without misappropriation.
- We will support organizations actively engaging in the work of anti-racism through our Share the Plate program and other means.
- We will work to make our congregation more genuinely welcoming to those who are Black, Indigenous, and People of Color by developing antiracism training for greeters, a congregation-wide education effort, and a process for congregational reflection and analysis in regard to anti-racism.
- We will actively engage all ages in the work of anti-racism by including this work in the curriculum and activities of our programs for children and youth.

Furthermore, we pledge to encourage other communities with which we partner or are affiliated to join us in this endeavor. We promise to contact the following about their openness to engage this work with us:

We will continue to work with the Minnesota UU Social Justice Alliance, the UUA, the MidAmerica Region of the UUA, the Community Action Center of Minnesota, and the Northfield Interfaith Association. We will also reach out when appropriate to work with local governments including the City of Northfield, Rice County, and the many municipalities that serve our members.

Finally, we PLEDGE to dedicate resources to the cause of racial justice and in so doing center the voices of those most impacted by racism as well as invest in a vision of the world where all people are treated with equality, worth and dignity. Therefore, we make a commitment to donating 1% of the amount of our budget to organizations working for racial justice each year. In the current year, we pledge \$1040 to be raised through the Share the Plate program, special fundraisers, and/or the UUFN operating budget.

We make this pledge, trusting that any steps we take will be good for the whole of Northfield and the society we are called to co-create. May it be so.

Signature of representative:

Title:

Faith Community:

Date: