



CANADIAN  
UNITARIAN  
COUNCIL

CONSEIL  
UNITARIEN  
DU CANADA

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## CANADIAN UNITARIAN COUNCIL “DISMANTLING RACISM” STUDY GROUP – ACTION PLAN

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An Action Plan needs to accompany any proposed resolution, outlining action steps that might be necessary to implement the resolution. This is to provide delegates with a clear idea of the resources that might be involved, and how much staff and volunteer time needs to be allocated.

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**NAME OF RESOLUTION:** “Dismantling Racism” Study Group

**PROPOSERS:** Rev. Julie Stoneberg and Beverly Horton

**CONTACT:** Rev. Julie Stoneberg – [uurevis@gmail.com](mailto:uurevis@gmail.com)

**DATE:** March 27, 2019

Understanding that dismantling racism requires ongoing work, we expect the 2020 report to be a preliminary one. The proposed Study Group will likely continue, with the goal of presenting a final report and/or proposed resolutions in the future.

We propose the following actions to support the implementation of our resolution:

| PROPOSED ACTION  | DETAILS  | WHO IS RESPONSIBLE | SUGGESTED COMPLETION DATE |
|--|--|--------------------|---------------------------|
| <b>For Proposers of resolution</b>   |  |                    |                           |
| 1. Form study group in consultation with the CUC Board, CUC staff and UUMOC                          | 5-7 members who represent diverse aspects of the CUC community     |                    | May 31, 2019              |
| 2. Maintain primary responsibility for communication with CUC Board, Staff, Congregations, and UUMOC |  |                    | Continuous                |
| <b>For CUC</b>   |  |                    |                           |
| 1. Aid in communication as necessary for CUC congregations and communities                           | eNews and website; and may involve some mailings to congregations. | CUC Staff          | As necessary              |



| PROPOSED ACTION  | DETAILS   | WHO IS RESPONSIBLE        | SUGGESTED COMPLETION DATE        |
|--|---|---------------------------|----------------------------------|
| 2. Aid the study group in their preparation of a preliminary report for the 2020 AGM   |   | CUC Staff                 | As necessary; by report deadline |
| 3. Supply a small budget for printing/communication  | As agreed upon with Executive Director  | CUC                       | To be determined                 |
| <b>For Study Group</b>   |   |                           |                                  |
| 1. Establish a clear mandate for the work, including time lines and member roles and tasks   | See adopted study resolution  | Study Group and co-chairs | June 30, 2019                    |
| 2. Educate themselves through study and research about racism and other oppressions in the Canadian context, including how it manifests in institutional life. | The intention here is to create a foundation for the study group's work   | Study Group               | Continuous                       |
| 3. Conduct an audit or assessment of current work being done in our congregations and communities.   | Use multiple formats and styles...survey, personal conversations, etc.  | Study Group               | December 31, 2019                |
| 4. Prepare a preliminary report to be presented to the CUC at the 2020 AGM.  | Communicate what we've learned, and name how racial injustice presents within our congregations and communities | Study Group               | March 1, 2020                    |
| 5. Determine next steps toward a final report which includes recommended actions for congregations   |   | Study Group               | May 31, 2020                     |
| <b>For Member Congregations</b>  |   |                           |                                  |
| 1. To receive and respond to requests for information; surveys, interviews, etc.   |   |                           | As needed                        |
| 2. To share the preliminary report with their communities  | Engage in dialogue  |                           |                                  |



| <b>PROPOSED ACTION</b>   | <b>DETAILS</b> | <b>WHO IS RESPONSIBLE</b> | <b>SUGGESTED COMPLETION DATE</b> |
|--|----------------|---------------------------|----------------------------------|
| 3. To ensure that their delegates to the 2020 AGM are informed |                |                           | May 1, 2020                      |