

# Charter for the Racial Justice Task Force of the River Road Unitarian Universalist Congregation

Approved December 2018

## I. MISSION

The mission of the Racial Justice Task Force (“RJTF”), guided by the RRUUC Covenant and spiritually grounded action, is to:

- Incubate and support visionary ideas across Pathways and the congregation directed at achieving racial justice in the greater District Metro Vicinity (DMV).
- Serve as the institutional memory and conscience for racial justice work of the RRUUC congregation.
- Identify, invite and support new leadership, and develop new resources, through the Pathways to Racial Justice.

## II. LEADERSHIP POSITIONS

RJTF Leadership positions include **Convener**, **co-Convener** and **Secretary**. Any of these positions can be held for two successive one-year terms by the same person. In addition, all Pathway co-leads make-up the leadership team of the RJTF.

The process of leadership is an informal one and will be based on the priority of cultivating and expanding opportunities for new leaders to emerge from the congregation.

The RJTF will work together with the Pathway teams, and other social justice teams and task forces, to ensure that the leadership of RRUUC racial justice work reflects the diverse contributions, experiences, and beliefs of the congregation.

***RJTF Convener must be a member of RRUUC and is responsible for the following:***

- Setting the meeting agenda
- Conducting meetings and contacting partners, liaisons and/or other committees or task forces and Pathways leaders and/or participants to help share information and best practices
- Serving as the primary contact with Staff, Pathway leads, and the Board.

***RJTF Co-Convener is responsible for:***

- Coordinating information sharing regarding RJTF coordinated Pathway events, actions, etc.
- Preparing congregational info as requested; and
- Be willing to serving as Convener after completing her or his term(s) as co-Convener.

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## *RJTF Secretary is responsible for:*

- Assembling written reports for RJTF meetings to update all participants on current activities, when required;
- Preparing and distributing meeting minutes after each RJTF meeting
- Completing additional administrative tasks, as necessary.

## III. MEETINGS

RJTF meets **quarterly** unless otherwise changed. Meeting days and times may vary depending on availability of RJTF and Pathway co-leads.

All members of the congregation interested in working towards racial justice are invited to participate in a **quarterly meeting** and it is expected that Pathway co-leads will attend or update the RJTF by written or oral report on a regular basis.

## IV. DECISION-MAKING

Decision-making for setting RJTF priorities will be by consensus (i.e., reflecting the majority of RJTF meeting participants) of the three RJTF leads and the Pathway co-leads participating in a quarterly meeting. All attendees in the meeting are encouraged to actively participate in discussions to help shape the consensus.

However, the RJTF does not have any formal approval authority over the work or direction of the individual Pathways for Racial Justice or any other congregational racial justice engagement.

## V. PARTICIPATION

There is no formal membership status in the Racial Justice Task Force. All attending a quarterly meeting are encouraged to participate in the discussions.

## VI. CHARTER AMENDMENTS

Any change to this charter can be made in the future by:

- Submitting the proposed amendment in writing to the RJTF and Pathway leadership team four weeks prior to its consideration; and
- setting a meeting date and agenda item at least 2 weeks before the meeting for the decision to make the change can be held; and
- a consensus of the RJTF and Pathway leads present at the decision meeting.