



# Racial Justice Task Force - January Newsletter

## Tapestry Congregational Feedback

As you know, we have been educating ourselves about the 8th principle and what it would mean to Tapestry if we were to adopt it at our Annual Meeting in June 2024. We held focus groups in November and our next step will be individual feedback on the draft Work Plan.

### The Proposed 8th Principle:

*“Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”*

## November Focus Groups

The Racial Justice Task Force (RJTF) had hoped for 50 attendees. To ensure a broad participation, the RJTF sent three all-Tapestry emails, 4 Order of Service announcements, had multiple announcements from the pulpit, and called all members of the congregation personally. There were four groups held (on-line and in person) with 37 attendees (74% of goal, and representing 30% of the congregation). 15 of the attendees had not previously attended any RJTF events. The groups were asked to answer 8 questions:



1. What has the homework before this focus group taught us? (If you have not already, check out the materials which were required for participation in the focus groups: <https://www.8thprincipleuu.org/background> and watch the video <https://www.uua.org/leaderlab/bipoc-and-8th-principle> )
2. What does a truly diverse multicultural beloved community look like, especially around racial justice and equality?
3. Is Tapestry UU there yet? What evidence do we have?
4. If we are not there yet, what needs to happen?

5. How do racism and other oppression show up in ourselves? And in our community?
6. What does it take for us to adopt the 8<sup>th</sup> principle?
7. If we are to adopt this principle, how do we embody it in our actions and practice so that this is more than just a nice statement?
8. How do we hold ourselves accountable?

## What's Coming up next:



### **Focus Group Synthesis Shared Jan-Feb:**

There were a lot of perspectives shared and information gathered. The RJTF is putting together a thematic synthesis of the groups which will be shared with Tapestry leadership in early January and distributed to the congregation shortly thereafter.

**Worship Service: January 28th** The last Worship service in February will be hosted by the Racial Justice Task Force. There will be multiple speakers sharing various perspectives on their imperative to become involved with this work. After the service, there will be a worship discussion in the sanctuary for all interested and members of the RJTF will be available for Q & A.

### **Racial Justice Draft Work Plan comment period: Feb-March**

While it is important to have larger group discussions, it is also vital to have people share their innermost thoughts. During the many discussions we have had the past 6 months, there have been a wide variety of ideas for our work plan. A draft work plan will be distributed to all interested folks (both on-line and in hard copy at Tapestry worship services during February) so that we can gauge the congregation's interest in, and willingness to commit to, this work going forward.



**We are looking for your input**, so please complete the survey when it comes out !

