

## Understandings and Covenant for the Anti-Racist Parenting Journey

*We begin with these core understandings:*

1. All people either choose to remain racist or engage in anti-racist work. To be anti-racist is not a fixed label, but an ongoing choice to engage in anti-racist work.
2. White privilege exists and all white people benefit from it.
3. Racism is systemic, complex, and multi-faceted. There are no simple answers.
4. The onus of correcting white supremacy culture and systemic racism is on white people.
5. Anti-racist living and parenting are our responsibilities as good neighbors, as Unitarian Universalists, and as the primary role models educators of the children and youth in our care.

*With these core understandings in mind, we covenant to engage in anti-racism work by:*

1. Knowing that the journey is lifelong and ongoing.
2. Centering and amplifying the voices, needs, and experiences of Black people, Indigenous people, and People of Color.
3. Acknowledging our privilege by admitting the ways we have benefited from and contributed to racism, unintentionally or otherwise - *without* attempting to excuse, explain, or seek pardon.
4. Calling out acts of discrimination and racism when we witness them.
5. Educating ourselves, not asking BIPOC to educate us.
6. Giving fair compensation to BIPOC who offer to educate us for their time and emotional labor and learning to hear their message in their chosen language, vocabulary, lexicons, and expression.
7. Engaging with criticism and restorative practices. Embracing the discomfort of unlearning racism and practicing anti-racism.
8. Speaking with our children about racism in honest, developmentally appropriate ways, even and especially when it is unpleasant.
9. Being willing to be wrong, to make mistakes, and to engage in the work without expectations of perfection.
10. Working to cherish being held in beloved accountability by those who challenge or correct us as we learn, because their efforts tell us they value us and they believe we are capable of further growth.