

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, white privilege, and systemic racism is on white people.
5. Anti-racist parenting is our responsibility as UUs, humanitarians, and the allies* we strive to be.

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.
4. Leveraging our privilege* to create a more fair and peaceful world.
5. Calling out discrimination and anti-Black racism when we witness them.
6. Educating ourselves, not asking BIPOC to educate us.
7. 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.
8. Engaging with criticism and restorative practices. Embracing the discomfort of unlearning racism and learning anti-racism.
9. Speaking with our children about racism in honest, developmentally appropriate ways, even and especially when it is unpleasant.

**We recognize that one of the ultimate goals of our anti-racism work is to eliminate white privilege and the necessity of allyship as we all coexist in true equity and Beloved Community.*