

Board of Trustees **8th Principle Accountability Checklist****

The 8th Principle is at the center of all the Board's work.

General Presence in Congregation

1. The Board will publicize its commitment to the 8th Principle in *In The Know*, other publications, on the UUCA website and during public meetings.
2. The Board will follow the SAE Model and encourage its use throughout UUCA.
3. The Board is committed to being bold in conversations about the 8th Principle and showing leadership in practicing the 8th Principle.
4. Board members will demonstrate their awareness of and support for the 8th Principle during UUCA meetings and classes.

Board Meetings and Actions

1. Meetings will be conducted in an inclusive manner, ensuring that all participants have a chance to be heard.
2. Decisions and Policy development will be made with an anti-racist and inclusive lens. An inclusive lens is sensitive to the concerns and experiences of people who are not part of the dominant identities.**
3. Communications with other Board members will be made directly, recognizing that this requires comfort with conflict and the acceptance of the different ways people handle conflict.
4. Board members will have access to identity caucuses and ally support within the BBC.
5. New members of the Board will be paired with a buddy to make sure they are given the necessary support to clearly understand the Board vocabulary, procedures and accountability measures.
6. The Board will consciously support involvement and transactions with businesses, organizations, events etc. that are predominantly owned/ operated by POC whenever possible.
7. During every Board meeting time will be allotted for an Accountability Observer to report on our adherence to our 8th Principle Accountability Checklist. Board members will rotate the responsibility for being the Accountability Observer on a monthly basis.
8. Board communications will be reviewed with an 8th Principle lens to ensure inclusive, bias-free language and images prior to sending them out.

Personal Growth

1. Board members are responsible for their own continued learning and development including reading White Fragility and What it Means to be White? By Robin DiAngelo and Subtle Acts of Exclusion by Jana and Baran to establish a shared vocabulary and foundational understanding. We will share our progress.
2. Board members will participate in 8th Principle Practice Sessions or specifically designed alternatives.

3. Board members will learn about and may attend BBC Caucuses.

**Note: Reference to inclusivity refers to people who are not part of the dominant identities. (race/ethnicity, age, gender, sexual orientation, gender identity, ability, family status,etc.).

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