

## 8<sup>th</sup> Principle – Words and Phrases

In preparing for a discussion of the meanings of the words and phrases contained in the 8th Principle, here are some definitions to consider.

Here is the proposed 8th Principle:

*“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: 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.”*

Here are some definitions for you to consider prior to and during our discussion.

### *Spiritual wholeness*

We cannot be whole if some people are excluded

### *Diverse*

Develop, Value, and Appreciate cross-cultural relationships

Embrace all people

All people bring gifts to be shared

All can be honored and enriched

[Source: <https://www.uua.org/worship/words/reading/why-diversity>]

### *Beloved Community*

Beloved Community happens when people of diverse racial, ethnic, educational, class, gender, abilities, sexual orientation backgrounds/identities come together in an interdependent relationship of love, mutual respect, and care that seeks to realize justice within the community and in the broader world. [Source: <https://www.8thprincipleuu.org/what-is-beloved-community> ]

### *Accountably dismantle racism*

#### **What does it mean to be accountable?**

White UUs hold themselves accountable to communities of color, to make sure whites do what they say they will do. In practice, that can mean having a People of Color Caucus within congregations, districts, etc., to discern and express needs and concerns to the rest of the community. Black UUs hold each other accountable and help each other see and dismantle signs of internalized racism. We need an effective mechanism or structure to ensure this. Similarly for other oppressions. [Source: <https://www.8thprincipleuu.org/what-does-it-mean-to-be-accountable> ]

**Dismantle:** take apart, to disconnect the pieces of, divest

Synonyms for dismantle

break down,

demount,

disassemble,  
dismember,  
dismount,  
knock down,  
strike,  
take down

[Source: "Dismantle." Merriam-Webster.com Dictionary, Merriam-Webster, <https://www.merriam-webster.com/dictionary/dismantle>. Accessed 2 Jun. 2021.]

*Systems of oppression*

Oppression: retaining power over resources

Justice work involves redirecting power from the most powerful (privileged, oppressors) to the marginalized (the oppressed).