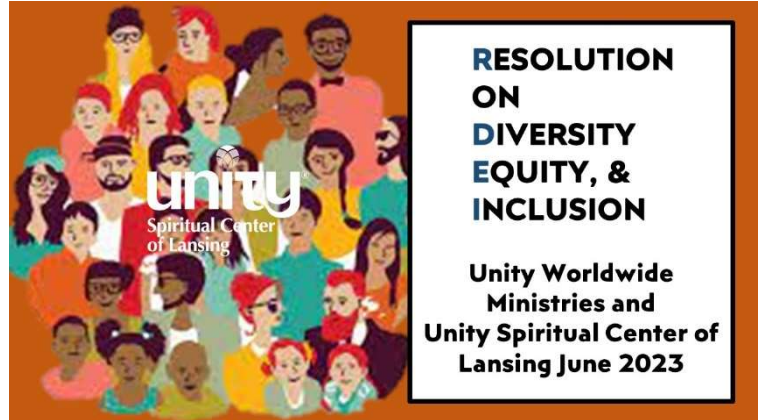


For the past three years, our Inclusion team has been working on educating our congregation on white supremacy, implicit bias, and other cultural prejudices which have created inequitable circumstances within our society.

During this year's Courageous Conversations, we hosted the Justice League of Greater Lansing and were inspired to present a Resolution on Diversity, Equity and Inclusion as part of our increasing understanding of racial issues in our community and our country.



Unity Worldwide Ministries (of which we are a member) adopted A Resolution on Diversity, Equity and Inclusion in 2021. We are using the official statement of Unity Worldwide Ministries and added resolutions specific to Unity Spiritual Center of Lansing. USCL's Board of Trustees and Minister adopted the resolutions at the May 26th, 2023, meeting. On Sunday, June 18th Unity congregants will have the opportunity to sign this resolution as they are so moved. This document is prepared for your thoughtful consideration. It contains 1) Unity Worldwide Ministries' statement, 2) Unity Spiritual Center of Lansing's Resolution, 3) our Plan of Action in accordance with Unity's fifth principle, 4) Historical information on Unity's racially complicit behavior, 5) A Case for Reparations and 6) information on the Justice League of Greater Lansing.

Resolution on Diversity, Equity and Inclusion

Unity Worldwide Ministries and
Unity Spiritual Center of Lansing



1. An official statement from Unity Worldwide Ministries Juneteenth, 2021

Unity Worldwide Ministries stands for anti-racism, i.e., we are opposed to racial hatred, racial violence, bias, systemic racism and the oppression of people of color. We stand for Diversity, Equity, and Inclusion for people who are marginalized because of color. No individual or group should be made to live in fear or excluded from society. Recent events in the United States and the world remind us that violent repression, prejudices, injustices and inequalities towards people of color are embedded in societies, from social structure to institutions to cultures. Unity chooses to be more aware and take positive action in dismantling systemic racism and the social structures that support injustice and prejudice, and we raise awareness through our membership, churches, and centers.

WHEREAS: Unity stands for Diversity, Equity, and Inclusion for people of color. Our second principle states: "Human beings have a spark of divinity within them, the Christ spirit within. Their very essence is of God, and therefore they are also inherently good." This principle applies to all people regardless of color; and

WHEREAS: We are fully committed to Unity Spiritual Center of Lansing being an ambassador for diversity, equity, and inclusion in our world and an example through our actions in the Unity Movement; and

WHEREAS: Unity Worldwide Ministries' Board of Trustees acknowledges that there has been and is systemic racism in Unity. We acknowledge and accept responsibility for the impact that our history with racism has made upon our Black and Brown friends, colleagues, congregants, students, employees, and patrons – both past and present. We commit to eradicating any and all systems, policies, and practices that would in any way replicate our past mistakes or reproduce an environment that discriminates against or is inhospitable toward people on the basis of race, color, or ethnicity; now therefore be it,

2. RESOLVED: that based on Unity's fifth principle of taking action, which states: "Knowing and understanding the laws of life – also called Truth – is not enough. A person must live the truth that they know".

Based on this Resolve, Unity Spiritual Center of Lansing commits to the following actions:

1. **To continually reevaluate** the diversity, equity, and inclusion in our USCL Board of Trustees, Ministry Teams, staff and contracted employees.
2. **To commit to reinforce our core value of Inclusion** by adopting and instituting best practices for insuring that all qualified applicants and candidates, for paid and for volunteer positions, are given full consideration for any and all positions, without respect to race, ethnicity, culture, or color.
3. **To accept responsibility for being complicit** in discriminatory practices in the past and being benefitted by such practices.
4. **To educate our congregation** on our individual and collective roles in systemic racism and the benefits we and our ancestors have received.
5. **To apologize** to our black and brown neighbors whom we have harmed directly and indirectly through discriminatory practices, including legislation, business practices, and silence.
6. **To allocate resources** at the direction of the membership to support the reparations work of the Justice League of Greater Lansing .
7. **To live our "Inclusion/Diversity Statement" adopted into USCL's bylaws as a requirement of membership, March 2023**
 - Unity Spiritual Center of Lansing, its members and affiliates, welcome with love all people in every form as God's creation. We embrace and honor the Divine within as the one common denominator that we share on our human journey.
 - We recognize the perfection represented in the mosaic of all humans by race; culture; gender, sexual identity & orientation; body type; disability; economic status; neurodiversity; life experience; belief; ideas; and perspective.
 - We strive to expand beyond our individual unconscious biases, blinders, ignorance, and inexperience to create a space where gaps are uncovered, opportunities to be Love in action are identified, and wholeness is realized.
 - We affirm and support Unity principles and programs that are non-discriminatory and inclusive in our teachings, policies, buildings, and within our communities.
 - We champion the course of human rights and social justice for all. However varied, we are one.