

Nominating Committee Diversity Statement

The Nominating Committee makes a concerted effort to seek out and recruit congregants who represent a diverse composition of age, ability, gender, sexual orientation and gender expression, race and ethnicity.

We seek diversity for First Unitarian Church of Portland leadership because:

- Unitarian Universalist congregations covenant to affirm and promote The Seven Principles of Unitarian Universalists – the first of which is: “The inherent worth and dignity of every person.” How can we honestly subscribe to this if, in our leadership, we don’t demonstrate that to the very best of our abilities we continue to strive for diversity in all its dimensions?

- It is common, if not universal that those in power hold on to power and form rigid, often unbending structures. Stepping aside so that others of our faith not commonly participating in church leadership have the opportunity to gain experience and provide leadership is one way to break rigid limits. These types of changes should also improve flexibility, ways of conducting church business and will demonstrate our commitment to change so that our church will be relevant and relatable to all segments of our congregation.

- Many find that seeing and being with people more like ourselves in a group seems more welcoming and comfortable. Having a diverse group of people in church leadership will help demonstrate our commitment towards building a diverse multicultural beloved community by dismantling racism and other oppressions in ourselves and our institutions.

- While it should not be the job of the less represented to point out the blind spots of white privilege, a diverse presence in church leadership can provide a reminder that other perspectives exist and are valid. A diverse church leadership can provide a wider perspective and help avoid “group think”.

- If the principles of Unitarian Universalism are enduring values, their expression will change as the future unfolds and as our country’s population becomes more diverse. Diversity in leadership will help our church navigate the inevitable changes our futures will include.