



Gender Equity Team Charter

December, 2019

The Unitarian Church in Westport

#MeToo Council Charter Revised to be Gender Equity Team Charter (Dec. 2019)

Purpose or Mission Statement

The purpose of the #MeToo Council hereafter called Gender Equity Team (GET) is to assist the Senior Minister and the Board of Trustees of TUCW in complying with the Resolution “A Faithful Response to #MeToo” adopted at TUCW’s 2018 Annual Member meeting. The team will assist in the comprehensive review of all congregational, committee and staff policies using the lens of #MeToo issues and Gender Equity. The GET will also support efforts to ensure that all policies are available and accessible in both printed and electronic (website) form to comply with the Resolution. The GET will further study, educate and advocate for all Gender Identities.

The GET will also serve as a resource in areas of education and best practices recommendations to the ministers, staff and lay leaders in the congregation regarding dealing with #MeToo and Gender issues in communities of faith. The GET is an educational and advisory group.

Membership

The GET was created by the Senior Minister who appoints members from among staff and lay leaders in the congregation. The Chair of the GET is selected by the Senior minister and all members will have voting privileges. Membership is not open to the general Congregation.

Activities, Duties and Responsibilities

The GET’s primary responsibility is to assist the Senior Minister and Board of Trustees in responding to the specific tasks and accountabilities described in the congregational Resolution. Specific Duties include:

1. To recommend ways to support the transformation of cultural norms from patriarchal to egalitarian through education by establishing accountability guidelines.

2. To advise both ministry and governance leaders on ways to protect vulnerable people who are at risk for or who have faced sexual harassment, abuse or assault.
3. To recommend adopting procedures in committees, programs, and for congregation-sponsored events to appropriately deal with Gender abuse incidents.
4. To work in partnership with ministry and governance leaders to further education and outreach within and beyond the congregation the positions the congregation has adopted regarding Gender issues.
5. To provide to all leaders, ready reference resources such as: Gender Inclusive Language, suggested Program Activities and Services for the support of victims of sexual harassment, abuse and/or assault.
6. To review and recommend changes, as appropriate, to such documents as policies, manuals, procedures, guidelines, charters, mission statements of committees and other groups within the organization as pertain to the work of this team in fulfilling the objectives laid out in the Faithful Response Resolution.
7. To assist the Senior Minister and Board of Trustees in preparing the annual Report to the Congregation per the language of the Faithful Response Resolution.

The GET will meet no fewer than 8 times per year and will cooperate with the Board of Trustees in the preparation of a Report to the Annual Meeting in June.