**Board:**

*Short Term:* Develop contracting-related policies which:

* + Require – except in extraordinary circumstances - a competitive bid process for contracts in excess of [amount to be determined]; “extraordinary circumstances” would include things like a plumbing failure or roof damage that requires an immediate response
	+ Assure requests for proposal (RFPs) are circulated through mechanisms accessible to minority communities/organizations, e.g., are published in community newspapers/other publications, and posted on the UUSD website
	+ Discourage “sole source” selections
	+ Assure proposals are objectively evaluated using specific criteria that are relevant to the work to be done
	+ Link payment to achievement of specific milestones, e.g., submission of a required document or satisfactory completion of an identified task/process

Promote partnerships with other faith communities or community organizations with which we share goals or visions of community

* + Leverage members’ existing ties to diverse communities/community organizations to “introduce ourselves” to those communities/organizations
	+ Explore opportunities to collaborate on even discrete, short-term projects
	+ Seek ways in which we could foster/initiate longer-term collaboration

*Longer term*

* Work closely with the Human Resources Committee to explore ways in which to attract/invite/prepare to welcome diverse staff
* Continue to explore ways in which the Board can lead the congregation in engaging a broad “beloved community” that promotes anti-racism and anti-oppression