

## **What Are Accountable Relationships with BIPOC-Led/BIPOC-Serving Groups?**

Updated 11/23/2020

How might accountable relationships with Black, Indigenous and other People of Color (BIPOC) organizations work? Because mostly white congregations such as First UU are still working to dismantle White Supremacy Culture, we must be alert to the danger of reproducing the patronizing relationships that the COIC report warns against. Here are some ways we can create and maintain accountable relationships:

- Begin by asking organizations how we can support their work and accept any limits they may wish to place around white people's involvement in their work.
- Maintain "beginner's mind" as we seek to learn about the organization and its work.
- Focus on building relationships between one or more of our social justice leaders and a leader(s) of the organization. Remember that it takes time to deepen relationships.
- Proceed deliberately and patiently, without pushing to "get things done."
- Arrive at mutual commitments that spell out what each partner will be responsible for in the relationship. Put these in writing, if only in an email confirming understanding of what was agreed upon in a meeting, requesting any corrections of possible misunderstandings.
- Review the commitments and how they are being met at regular intervals.
- Communicate frequently in both formal and informal modalities.