

UU Allies for Racial Equity

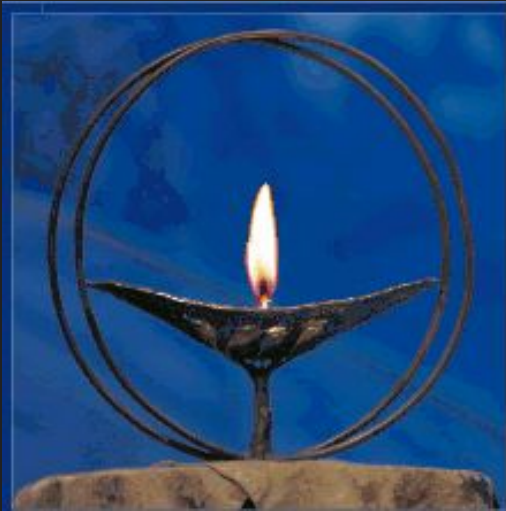
**Membership Meeting and Orientation
General Assembly
June 2021**

UUARE Membership Meeting Agenda

1. Welcome
2. Chalice Lighting
3. Introductions
4. What is Allies for Racial Equity (ARE)?
5. What Have We Been Up To? And Growing Seeds
6. Being a White Ally/Accomplice at Virtual GA
7. Questions?
8. Gratitudes
9. Appeal: Ways to become more involved
10. Extinguish Chalice

Chalice Lighting

THE UNITARIAN UNIVERSALISM THAT DOES NOT YET EXIST



By Natalie Fenimore

Chalice Lighting

THE UNITARIAN UNIVERSALISM THAT DOES NOT YET EXIST

Shirley Chisholm was asked why she, a Black woman, was running for president: "You don't have a chance. Why are you doing that?" And she said, "Because I am in love with the America that does not yet exist," and that's how Unitarian Universalism is also. I'm in love with the Unitarian Universalism that does not yet exist. But I have to hold both the love for that thing and the love for the reality. It does not yet exist. It will probably not exist in my lifetime. I don't think it will in that of my children, but I can't deny my love for it. You know, wanting to be there in that struggle. That's why I'm fighting.

By Natalie Fenimore

Introductions - Who is the Leadership Collective?

The Leadership Collective Members are:

- Sarah Berel-Harrop - Southern Region
- Laura Bollettino - First UU Congregation of Ann Arbor, Michigan, USA
- Rev Elka Carrier-Ladd - First Parish Dorchester, MA, USA
- Rev Elizabeth Mount - First Unitarian Of Indiana, PA, USA
- Catherine Strickland -North Shore Unitarian Church, North Vancouver, British Columbia, Canada
- E Kim Warman -Second UU Church of Chicago, Illinois, USA
- Gwen Warman - Cedar Lane UU Church, Bethesda, Maryland, USA
- Scott Youmans - Boulder Valley UU Fellowship, Lafayette, Colorado USA

What is Allies for Racial Equity (ARE)?

Allies for Racial Equity disrupts oppression, uproots white supremacy, and plants seeds of justice. This is a ministry of faith which leads all who participate to spiritual growth and wholeness. We honor each other's humanity and capacity for growth by offering ourselves and each other grace and accountability.

What Have We Been Up To?

1. White Caucuses for DRUUMM, Sept. 2020
2. White Caucuses for New Day Rising, Feb. 2021
3. Member and Financial Information
 - a. 283 members / 190 donors / 1300+ contacts
 - b. YTD (Apr): Income: \$6,700 Expenses: \$2,000
4. Communication
 - a. Newsletters
 - b. Facebook page (Allies for Racial Equity, @uuallies)

Growing Seeds

White-members-only Facebook group

<https://www.facebook.com/groups/uuarewaq>

White Caucus Support for UU-organizations

Consultation and Conversation with Congregations

Being A White Ally/Accomplice At Virtual GA

Elka Carrier-Ladd

As a white person, I enter this space with these intentions:

Each day is an opportunity for me to practice de-centering myself. It might feel uncomfortable – mostly because I am unaccustomed. But this is a gift. It is a spiritual practice in humility.

I come into this space with an open beginner's mind. I will resist the urge to think I have any answers at all. No matter how much anti-racism and anti-oppression work I have done, I will return to this place of humility and openness.

I am here to listen. I am here to witness. I am here to learn. This is not all about me.

Being A White Ally/Accomplice At Virtual GA

I am here to listen. I am here to witness. I am here to learn. This is not all about me.

When things come up that I feel the need to process out loud, I will seek out another white person to hold that space for me. I will bring it to a dedicated white caucus space. If I need to process more urgently, I will reach out to a white friend. I will ask Allies for Racial Equity (ARE) leadership to connect me to someone if I need that.

If Black, Indigenous, and People of Color (BIPOC) share their thoughts with me in smaller groups or one on one, I will listen. I will honor my gratitude that I have been trusted and honored with their thoughts. I will hold that sacred space for them by affirming them and asking only truly open ended questions.

Being A White Ally/Accomplice At Virtual GA

If someone calls me in, I will listen closely, respond humbly and say thank you. I will recognize with gratitude that the person calling me in has extended emotional labor in order to stay in relationship with me. I will not make it about my shame or guilt. I will not attempt to receive comfort from the person I harmed. I will accept responsibility for my actions. I will bring my own processing to other white folks as I do the work of striving to stop harming my beloved siblings.

If I witness microaggressions or other problematic things, I will speak up. I will take that burden off of our siblings of color whenever appropriate.

Being A White Ally/Accomplice At Virtual GA

I enter this space with gratitude, humility, willingness to learn and grow, and ready to do what I can to hold this space sacred.

I know that despite these intentions, I may cause harm. If I do, I will take responsibility and strive to make amends. I will return to these intentions.

Being A White Ally/Accomplice At Virtual GA

Contacts for difficult situations:

- **The GA CARE Teams-** Email the Care Teams directly using the provided email addresses. You can also call and leave a message for the care teams at (617) 948-6448.
- **Accessibility Services-** gaaccessibility@uua.org
- **Chaplains** - gachaplains@uua.org
- **Conflict & Covenant Team** - gaconflictandcovenant@uua.org - Assisting participants who are in conflict and/or whose actions violate the GA covenant.
- **Systemic Justice Team** - gasystemicjustice@uua.org - Assisting attendees from currently and/or historically marginalized communities in creating structural change by providing access and advocacy to challenge and change oppressive structures and/or systems.

Questions from you!

Do you have any questions you'd like to ask us? Please put them in the chat so we can read them out and respond.

Gratitudes

- Members
- Donors
- Volunteers
- Volunteer Spotlight:
Sara Berel-Harrop

Appeal: Ways to be More Involved

- Make sure you are a current ARE member!
<https://www.uuare.org/join>
- Volunteer with the Leadership Collective! connect@uuare.org
- If you have the financial resources please donate to DRUUMM and BLUU, not just ARE, in order to support the work of anti-racism in our faith and the specific programs needed for BIPOC UUs.

CLOSING WORDS

FITTED FOR THIS DAY

By Kimberly Quinn Johnson

We are the ones we have been waiting for.*

We are not perfect, but we are perfectly fitted for this day.

We are not without fault,

but we can be honest to face our past as we chart a new future.

We are the ones we have been waiting for.

May we be bold and courageous to chart that new future

May we have faith in a future that is not known

We are the ones we have been waiting for.*

*the words of June Jordan in "Poem for South African Women," which she presented at the U.N. on August 9, 1978

Where to find ARE at GA

- Saturday, 12:00pm ET / 9:00am PT (zoom closes at 15 after)
White Caucus Reflection Time Register at <https://bit.ly/3wv3eja>.
- Anytime:
 - Allies for Racial Equity Facebook Page & Group
 - Email at connect@uare.org
 - Resources posted to uare.org/ga
 - Visit our booth in the Whova app