

“Creating a Jubilee World” Workshop Application

This workshop is available to congregations, districts, and organizations for a fee to offset some the expenses associated with the total cost. The fee schedule is based on a sliding scale determined by size: \$350 for 1-149 members; \$500 for 150-549 members; \$1000 for 550+ members. Checks should be made out to the UUA and mailed to Congregational Services, UUA, 25 Beacon Street, Boston MA 02108.

Name, address, email address, and phone number for congregation/organization sponsoring the workshop:

UUA District of sponsoring congregation/organization: _____

Size of sponsoring congregation/organization _____ Rural, urban, suburban? _____

Name of Minister, executive director, or district executive _____

How long in that position? _____ Is it an interim position? _____

Are there announced plans to leave? _____

Name of congregation/organization President: _____

Name of Social Action Chair: _____

Name, address, email address, and phone number for contact person for this training:

Name of the sponsoring committee (Social Action; Anti-Racism Task Force etc.): _____

How long has the group existed? _____

Do you plan to invite non-UU groups to this workshop? If so, which ones?

Please choose 2-3 proposed weekend dates for the workshop (including Friday evening to Sunday afternoon): 1. _____

2. _____

3. _____

Please write a separate one-page description of your congregation, including comments on the following points regarding diversity and anti-racism work in your congregation/organization.

- Ministerial leadership and commitment
- Lay leadership and commitment
- People of color in the congregation, including the religious education program
- The congregation's relationship with people of color in your community at large
- An assessment of what you think your congregation will gain from the "Creating a Jubilee World" workshop

Please complete both the *Racial Justice Assessment* and the *Application Covenant* and submit them with your application.



Congregational Racial Justice Assessment

**This form needs to be completed and submitted with all
Anti-Racism Workshop Applications**

Name of congregation _____

City _____ State _____ District _____

Name of contact person _____

Daytime Phone Number _____

YES NO

1. Our congregation has a mission statement that reflects an explicit commitment to dismantling racism. If yes, please provide a copy. () ()
2. Our congregation has studied the 1996 report of the Racial and Cultural Diversity Task Force, *Journey Toward Wholeness*, and participated in the congregational Reflection and Action Process outlined in that report. () ()
3. Our congregation has participated in a Journey Toward Wholeness Sunday. () ()
4. Our congregation has an anti-racism or racial justice committee that is funded from our general budget. () ()
5. Congregational budget reflects our commitment to dismantling racism by allocating funds for staff persons to attend seminars, workshops, purchase resources, books, etc. () ()
6. Our congregation offers members structured opportunities to deal with the personal aspects of racism. () ()
7. Our congregation is part of a coalition (interfaith or community) working to dismantle racism. () ()
8. Our congregation intentionally advertises itself as an anti-racist community of faith. () ()
9. Our congregation supports the minister when s/he takes a stand/preaches in support of dismantling racism. () ()
10. Our congregation regularly hears sermons that reflect a theology of dismantling racism. () ()
11. Language used in worship services reflects a commitment to ending racism. () ()
12. The music in our Sunday services is drawn from a wide diversity of sources. () ()
13. Our physical space reflects a valuing of diversity. () ()

14. Policies and procedures in the area of employee recruitment, outreach, application, and interviewing reflect an anti-racist workplace. () ()

15. Our congregation is known for not tolerating racist community practices and policies. () ()

16. Our congregation has an unfunded anti-racism or racial justice committee. () ()

17. Our racial justice work is conducted through our Social Justice committee. () ()

18. Staff, congregational leaders, and core volunteers have participated in anti-racism workshops within the past three years. Which ones? () ()

19. Does your congregation commit time and financial resources to support community groups working against racism? Which groups? _____

20. Does your congregation collaborate with interfaith and/or other UU groups working against racism? Which ones? _____

21. In the past five years, how has the congregation become involved in issues related to racial justice? _____

22. In what ways does your religious education programming reflect an anti-racist perspective? _____

23. In what ways does your youth programming reflect an anti-racist perspective? _____

24. In the context of worship, how is the message given that diversity is honored, affirmed and respected in your congregation? _____

25. What is the positive institutional history of the congregation regarding racial concerns? _____

26. What is the negative institutional history of the congregation regarding racial concerns?

27. How does the congregation understand the definition of racism?

28. What is the congregation's understanding regarding white power and privilege?

29. Has your congregation offered racial justice book discussion groups? If so, which books have you used?

30. Has your congregation offered racial justice video presentations. If so, which videos have you used?

31. In what ways are people of color involved in the congregation?

32. What is the biggest issue facing the congregation concerning racial justice?

33. What general programmatic racial justice efforts has your congregation made?

- None
- Art displays
- Choir exchanges
- Community social service projects
- Cultural/social activities
- Forums
- Language/liturgy

- Multi-cultural potlucks
- Music programs
- Outreach
- Policy changes
- Pulpit exchanges
- Raised money for social justice work
- Rentals
- Journey Toward Wholeness Sundays
- Worship Services

34. Anti-Oppression workshops in which your congregation has participated:

- Beyond Categorical Thinking
- District Social justice anti-racism workshop(s)
- Jubilee World I
- Jubilee World II
- Welcoming Congregation
- Other: Please describe.

35. Religious Education curricula offered:

UU for Adult/High School:

- How Open the Door?
- In Our Hands
- Weaving the Fabric of Diversity
- Welcoming Congregation
- Parents as Social Justice Educators

UU for Children:

- In Our Hands
- Race to Justice
- Rainbow Children
- Rainbow Making

From Other Sources:

- ABC Curriculum
- Can't We All Just Get Along?
- Open Minds to Equality
- Study Circles: Conversations on Race
- Roots and Wings

36. What other resource materials/programs have you used?

37. Approximately what proportion of your congregation has been involved in your racial justice programs?

38. Overall, what level of priority does the congregation give to dismantling racism?

1 2 3 4 5 (1- low level to 5- high level)

39. How would you evaluate the effect of your current efforts?

- No progress Limited progress Good momentum

40. The following people were involved in completing this form:

	YES	NO
Minister (s)	<input type="checkbox"/>	<input type="checkbox"/>
MRE or DRE	<input type="checkbox"/>	<input type="checkbox"/>
Board Chair	<input type="checkbox"/>	<input type="checkbox"/>
Other Board Members	<input type="checkbox"/>	<input type="checkbox"/>
Finance Chair/treasurer	<input type="checkbox"/>	<input type="checkbox"/>
Music Director	<input type="checkbox"/>	<input type="checkbox"/>
Member(s) of the Religious Education Committee	<input type="checkbox"/>	<input type="checkbox"/>
Member(s) of the Social Justice/Social Action Committee	<input type="checkbox"/>	<input type="checkbox"/>
Member(s) of the Denominational Affairs Committee	<input type="checkbox"/>	<input type="checkbox"/>
Member(s) of the Music committee	<input type="checkbox"/>	<input type="checkbox"/>
Others:		

Jubilee World Workshop Application Covenant

Complete this form and submit it with your "Creating a Jubilee World" workshop application.

It is our experience that the success of anti-racism work within a congregation depends highly upon the participation of leadership. Given this, we wish to covenant with you regarding our various roles and responsibilities. The Trainers of your workshop agree to the following:

- To work with the designated leadership of your congregation before the workshop to develop a program that is appropriate and tailored to the needs of your congregation
- To work with the designated leadership of your congregation before the workshop to develop a publicity and participation strategy
- To be accessible to the designated leadership of your congregation before the workshop to answer questions and to negotiate problems
- To participate fully in the workshop, leading all parts to the best of their ability
- To offer next steps to the congregation for continued anti-racism work

Your congregation agrees to the following:

- To designate a team of congregational leaders to organize the workshop
- To effectively publicize the workshop to the members of the congregation, and ensure the attendance of key leaders, specifically the minister, the religious educator, Board members, and key committee chairs
- To provide adequate accommodations and hospitality for the workshop trainers
- To have at least 20 participants pre-registered for the workshop at least one week in advance
- To continue to participate in anti-racism work after the workshop

We both agree there are grounds for the cancellation of the workshop if either party breaks this covenant. Cancellation will be negotiated between the Lead Trainer of the workshop and the congregational contact, and the UUA's Office for Congregational Services. Please have this covenant signed below by the members of the team of congregational leaders designated to organize the workshop as well as the minister of the hosting congregation. Include a copy with your application.

Please sign, including your role in congregation, and your email address.