

Update to UUA Board Anti Racism Assessment & Monitoring Team
April 2004
Prepared by Tracey Robinson-Harris

Consultants and staff involved in this work: Paula Cole Jones, Josh Pawelek, Janice Marie Johnson, Susan Gore, Beth Williams, John Weston, David Pettee, Bill Gardiner, Taquiena Boston

One of the most important tools we have in our tool kit is the strength and clarity of our commitment to become an anti racist, anti oppressive multicultural faith community. Building on more than a decade of work, with thanks to those who have brought us thus far on our way and gratitude to the Anti Racism Assessment and Monitoring Team, chaired by Tamara Payne-Alex, this report is an overview of work with UUA elected and appointed leaders since June 2002.

Recent History

Issues arising out of the Commission on Appraisal report to the General Assembly in 2002 led the Board to pass a motion at its post GA meeting that year in support of anti-racism, anti-oppression training for members of committees elected by the General Assembly. The motion read in part:

Therefore, the Board of Trustees recommends that all members of committees elected by the General Assembly engage in anti-racism and anti-oppression training/consultation, developed in conversation with the Journey Toward Wholeness Transformation Committee.

We request the administration to allocate resources to this effort, so that the elected leadership of the Association can be assisted in acquiring the skills and capacity necessary to be in right relationship with all of their constituencies.

During the summer and early fall, support and follow up with the Commission on Appraisal led to a training/consultation with the Commission facilitated by Rosemary Bray McNatt and Charlie Ortman in November 2002.

For several years prior to 2002, an annual training, focusing on a power analysis of racism, was held in November. Newly elected and appointed leaders were encouraged to attend. While providing individuals with an opportunity to explore and learn more, it was usually the case that any given leadership group was represented by only some of its members. Any effort, then, to focus on practices, culture, roles, mission of the leadership group as a whole suffered as a result. Furthermore, the mix of groups represented in any one training and their varying needs and expectations were often more than that one event could hold. Successfully institutionalizing anti racism and anti oppression means finding ways to work with and support elected/appointed leader groups as groups. Having decided to make changes in our approach, we opted not to offer the annual training in

November 2002 with the understanding that we would develop other leader training opportunities.

By spring 2003 plans for our “anti oppression consultancy” were taking shape. Working with elected and appointed leaders in congregations was part of the plan. So work with the UUA’s elected and appointed leaders seemed a good fit, an opportunity for important support and invaluable learning.

In April of 2003, the Anti Racism Assessment and Monitoring Team presented “An Anti-racism Training Approach for Board-appointed Committee Members” to the Board. This report clearly:

- 1.) stated the expectation that given the commitments of the Association to becoming an anti-racist, anti oppressive, multicultural faith community all UUA elected and appointed leaders must have the ability to translate that commitment into their leadership as individuals and as committees/groups
- 2.) outlined a competency centered approach for training, development and support for leaders.

In mid June 2003, Bill Gardiner, Tamara Payne-Alex and I met by phone. We discussed the approach outlined in the April 2003 resolution, agreed on a simple plan for initial contact with those newly elected or appointed, and discussed leadership groups with whom we might work.

At GA 2003, I met with Phyllis Daniel, chair of the Ministerial Fellowship Committee, at her request to discuss consultation with the MFC. Josh Pawelek and Paula Cole Jones facilitated a consultation with the MFC in September 2003.

Before September’s end, a basic resource bibliography for Stage One and Two Competencies for newly elected and appointed leaders, compiled by Bill Gardiner, was provided to the Board Team.

Work with leaders April 2003-April 2004

With the UUA Administration’s support, we have responded to invitations to work with the following leadership groups.

- ***Ministerial Fellowship Committee*** September 2003 Paula Cole Jones; Josh Pawelek (initiated by MFC Chair Phyllis Daniel)
- ***Religious Education Credentialing Committee*** October 2003 Paula Cole Jones; Janice Marie Johnson (initiated by RE Credentialing Director Beth Williams)
- ***Nominating Committee*** November 2003 Susan Gore (initiated by Committee Chair Young Kim)

- ***Ministerial Settlement Representatives*** February 2004 Tracey Robinson-Harris (initiated by Settlement Director John Weston)
 - ***Audit Committee*** April 2004 Bill Gardiner (initiated by Financial Advisor Larry Ladd)
 - ***Journey Toward Wholeness Transformation Committee*** April 2004 Paula Cole Jones, possibly joined by Keith Kron and/or Richard Speck (initiated by the JTWTC)
- Regional Subcommittees on Candidacy*** February 2004-June 2005
David Pettee and Tracey Robinson- Harris building on the RSCC Review Panel Report
- ***Annual Program Fund Committee*** March 2004 conversation about what this work might look like for them began

In addition Susan Gore and Paula Cole Jones are consulting with the ***Accredited Interim Ministers*** during their retreat later in April 2004.

Protocol Concern

The list above names the elected and appointed leaders with whom we worked from April 2003-April 2004. Though capacity would have become an issue had we needed to work with all leadership groups in that time period, the reality is that we went where we were invited. To the best of my knowledge we did not receive an invitation from, and therefore did not work with the following groups: GA Planning Committee, Committee on Committees, Board, UU Funding Panels, Congregational Properties and Loan Commission, Panel on Theological Education, Committee on Socially Responsible Investing.

This year we have prioritized our work with leadership groups by a.) receiving an invitation and/or b.) urgency and/or c.) a report that offers leverage.

I ask the Team and/or Board to 1.) consider additional steps to encourage/ require leadership groups to contact us and 2.) offer priorities for our work with leadership groups or a process by which to determine them.

To be clear – given that our work has been by invitation, opportunity or urgency thus far – I have assumed that when the Board was ready we would be invited to plan and work with the Board. Though that invitation was extended some time ago, I would like to reiterate that we are ready when you are.

Update on work with the Regional Subcommittees on Candidacy

Following the Board's acceptance of the RSCC Review Panel Report and with the urgency expressed by the Board about implementing the recommendations on ARAOMC

training for the subcommittees, David Pettee and I have met three times over the last three months. Our plan for work on anti racism, anti oppression, multiculturalism with the RSCCs includes:

- a.) Starting the work by providing RSCC members with print resources. An ARAOMC basics resource packet mailed April 9, 2004.
- b.) Continuing to provide print and web resources, expanding the repertoire to include more in depth and/or role/skill specific information.
- c.) Informing the RSCCs of the need to schedule time for training/ consultation during the FY05 or FY06 year. David and I agreed that it is our preference to work with all 6 RSCCs in the FY05 year. If that is not possible, we will work with the three RSCCs who together see 75% of our candidates for ministry and/or with any RSCC with candidates of color or candidates who are Latino/Latina or Hispanic coming before them.
- d.) Planning consultations/trainings with RSCC reps and consultants/trainers

Tools for our work with elected and appointed leaders

1.) Stage One Anti Racism Competency – history of racism/oppression and resistance, information about the UUA’s history and commitments; definitions and vocabulary

Information on two basic resources has been provided to the Board’s Team by Bill Gardiner - [Soul Work](#), [Uprooting Racism](#)

Resources available on uua.org include:

Highlights of UUA anti racism, anti oppression work; UUA resolutions, definitions at <http://www.uua.org/programs/justice/antiracism/about.html>

UU time line at <http://www.uua.org/programs/justice/antiracism/resources.html> and click on UUA Racial and Cultural Diversity Time Line

The Journey Toward Wholeness web site has been revised & reorganized by Bill Gardiner and Lili Maselli working with the folks in our Office of Electronic Communications. You can access the revised site at <http://www.uua.org/programs/justice/antiracism/> where you’ll find links to the above resources and more.

Regarding posting “the Wall of History” - this exercise is designed to help a group develop its own understanding of the history of racism and resistance, including information especially relevant to the particular group and/or history of that area. In lieu of posting “a wall” we have the UU time line referenced above and recommend several excellent histories e.g Ronald Takaki’s [A Different Mirror](#).

Out of our work with leadership groups these past months we may find we have web friendly resources on definitions and concepts used in our power analysis.

We have not yet developed a home page for elected and appointed leaders that would have links to the Board's resolutions, information on the competency centered approach, resources. I'd welcome the Team's input on this idea as well as content for the page if you think this has merit.

2.) Stage Two Anti-Racism Competency – recognize systemic racism and oppression, provide tools, encourage peer/affinity group interaction.

Bill Gardiner has provided information on basic resources to the Board's Team in an annotated bibliography.

Beginning with GA 05, we propose offering an introduction to power analysis/systemic racism for all newly elected and appointed leaders on the Tuesday following GA. The obvious downside is that it is after GA. Among the upsides are a.) the timing allows us to reach many new leaders as they begin their tenure than we would otherwise be able to do, b.) we are able to assemble a diverse training/consulting team that would allow us to work effectively with a large group, c.) members of the training/ consulting team can also work with individual committees or groups if a critical mass from a committee/group participates in the day. This training does not preclude considering other times and venues. Assuming we add this to our repertoire, I would ask the Board to extend the invitation to potential participants when they are nominees.

3.) Stage Three Anti Racism Competency – enhance leadership skills, introduce systems theory, build support with others doing ARAO work.

Our work with elected and appointed leaders over the last twelve months has included this competency level. We have the beginnings of a skills tool kit developed out of the particular needs and roles of the groups we've worked with so far.