

Update to UUA Board Anti Racism Assessment & Monitoring Team
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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. We are building on years of work, with gratitude to those who have brought us thus far on our way. This report is an overview of work with UUA elected and appointed leaders since June 2002.

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, 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. 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, and to providing tailored trainings that make time for application of learnings to specific roles and 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 what is now our JUUST Change 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 for the consultancy.

In April of 2003, the Board's 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 and others (initiated by the JTWTC)
- Annual Program Fund Committee March 2004 conversation about what this work might look like for them began.
- Accredited Interim Ministers April 2004 Paula Cole Jones and Susan Gore met with the AIMs during their retreat
- Regional Subcommittees on Candidacy February 2004-ongoing David Pettee, Tracey Robinson- Harris, and Keith Kron building on the RSCC Review Panel Report received by the UUA Board.

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. Now that we have added the annual post GA training for newly elected and appointed leaders, we prioritize other

opportunities for our work with leadership groups by a.)receiving an invitation and/or b.) urgency and/or c.) a report or other circumstance that offers additional leverage.

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 to develop a plan for work on anti racism, anti oppression, multiculturalism with the RSCCs that 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.) Scheduling a training/ consultation during the FY05 or FY06 year. All RSCCs except the Canadian RSCC held such an event in FY05
- d.) Planning consultations/trainings with RSCC reps and consultants/trainers for follow up in FY06 – two JUUST Change consultants are working with David Pettee and the RSCC chairs in this fiscal year.

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 will be reviewed, revised & reorganized in the coming months. You can access the current 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 believe we now have a core of resources that can be useful to folks in various leadership roles in our Association. We are continuing to explore how best to make them available via uua.org. We are looking to create a simple home page for elected and appointed leaders with links to the Board's resolutions, information on the competency centered approach affirmed by the Board and relevant resources.

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, a post GA training for elected and appointed leaders was held with approximately 40 persons attending. They represented the following leadership groups:

District Presidents
Commission on Social Witness
GA Planning Committee
UUA Board
Religious Education Credentialing Committee
Commission on Appraisal
Nominating Committee
Board of Review
C*UUYAN

Others participating were the newly elected UUA Financial Advisor and one interim minister (at his request). Three candidates who were not elected chose to stay for the training. (Note – as it happened there were four persons who were going into interim ministries participating and they had an opportunity to meet to discuss ARAOMC and the interim's role.)

A copy of the participant agenda is available. Feedback was quite positive including one participant who commented that we approached the group as leaders in a new environment (not new leaders with little or no experience) and focused on developing ARAOMC skills. Another expressed gratitude that it is clearly an expectation that UUA leaders will have/develop ARAOMC skills and competencies.

It is our plan to use the handouts and other resources from this training (where we have permission) as a part of the planned web site for elected and appointed leaders.

Among the pluses of this training were a.) the timing allowed us to reach many more new leaders as they begin their tenure than we would otherwise be able to do, b.) we were able to assemble a diverse training/consulting team that allowed us to work effectively with a large group, c.) members of the training/ consulting team were available to work with individual committees or groups during the course of the two days.

Though this is planned to be an annual event, this training does not preclude considering other times and venues.

In addition to the post GA training, ARAOMC work continues within other leadership groups including the Ministerial Fellowship Committee, District Presidents and some District Boards, the Regional Subcommittees on Candidacy, the GA Planning Committee, the Commission on Appraisal, and the Annual Program Fund Committee.

Our ongoing work with the MFC includes a new effort to develop and provide training for seminarians who need to meet the MFC requirement regarding competency in ARAOMC.

In addition, one of our JUUST Change consultants is on “special assignment” partnering with the Journey Toward Wholeness Transformation Committee to work with the Meadville Lombard Theological School community this year.

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 has included this competency level where appropriate. Last year Tamara Payne Alex and others led a training with the Board prior to the October meeting. 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.

FYI and to the best of my knowledge: This is a listing of the trainings in which some Board participated. I do not have records or any memory of a training for the Board only except for those that have been coordinated/led by the UUA Board's AR Assessment and Monitoring Team. There may have been more than one Board training led by the Board's Assessment Team.

YEAR	DATES	TRAINERS
1993	OCT 7-10	Crossroads
1994	SEP 29-OCT 2	Crossroads
1995	MAY 7-10	Crossroads
1995 or 96	DECEMBER ?	Crossroads
1997		
1998	NOV ???	?????????
1999	NOV 19-21	UUA Team
2000	NOV 10-12	Taquiena Boston, Jyaphia Christos Rogers, Bill Gardiner, John Gilmore, Josh Pawelek, Tracey Robinson-Harris
2001	NOV 16-18	Taquiena Boston, Bill Gardiner, Josh Pawelek, Tracey Robinson-Harris, Leon Spencer
2002	MAY???	??????
2004	OCTOBER Bd Meeting	Tamara Payne-Alex and others (Board AR Assessment and Monitoring Team)
2005	JUN 28-29	Mark Hicks, Manish Mishra, Paula Cole Jones, Jim Regan, Tracey Robinson-Harris, Taquiena Boston