

John

Trusted
Acknowledge
Accepted
Friendly
Helped
Free to Move
Power
Honest
Capable
Reliable
Good Behavior
Qualified

Good
Positive
Affirmed
Welcome
Deferred to
Equal
Powerful
Visible
Competent
Desirable
NORMAL
Freedom
Re-enforced

Glen

Suspicion
Ignored
Lied to
Cheated
Disrespect
Dangerous
Poor risk
Exploited
Stupid
Scolded
Lectured
Visible
Invisible

Stereotyped
Marginalized
Unworthy
Angry
Inferior
Sad
Depressed
ENRAGED

Alienated
Self hatred
Stress

Caucus Work:
What work is needed at the personal
level to demonstrate a commitment
to anti-racism?

What work is needed at the (UUA)
institutional level to demonstrate a
commitment to anti-racism?

PERSONAL

WHITE

W
Admit problem,
Speak up when
problem perceived,
Conquer fear:
recognize when
our reaction to fear
happens,
Awareness,
Education,
Listen to stories of
POC,
Move out of
comfort zone,
Dialogue,
Intentionally put
self in situation

POC

W
Notice who's in the
room,
Consider this
important
work and not an
option,
Showing up,
Really listen to
POC,
Learn more about
white privilege,
Examine your
motives for doing
the work,
Do your own
research,

B, L, A, NA

Understand racism,
Learn to see how one is oppressing,
How we are prejudiced,
Learn our own history and each
others,
Don't divide ourselves and play into
hierarchy,
Dominance needs to be explored and
challenged,
Need to focus more on institutional
racism and less on prejudice,
Struggle to separate the individual and
the group,
Create the space for a safe
conversation,

PERSONAL

WHITE

W
where not the majority,
Aware of white identity,
Accountability and practice,
Conflict resolution skills,
Learn about white power and privilege,
Read books,
Learn how history is told,
Understand own ethnic identity,

POC

W
Examine the cultural norms,
Understand the differences among us,
Stop trying to fix POC,
Understand how to fix racism not POC,
Touch the depth of psychological and emotional impact of white privilege,
Stop feeling guilty,
Don't separate us from other people

B, L, A, NA

Dispelling the model minority myth.

PERSONAL

WHITE

W
Develop relationships with POC and White anti-racist community,
Practice self care,
Review our personal history and heal wounds,
Recognize internalized racism,
Push through denial.

POC

W
from our group,
Don't expect us to be cultural experts of our group,
Don't use melting pot - salad bowl is better,
Stop using colorblind.

B, L, A, NA

INSTITUTIONAL

WHITE

W

Seek our interfaith and intercultural partners,
Pay attention to our expectations,
Practice multiculturalism in worship, RE, etc.
Seek out trainings especially for leadership,
Process observer,
Don't expect POC to educate white people,
where not the majority,

POC

W

B, L, A, NA
Understand work will be hard but continue with it,
More education about these issues,
Worship teams visit other churches where POC worship,
Recognize multiple oppressions,
Be consistent with the issues,
Recognize that we are not an upper middle class white old denomination,
Recognize white institutional values are making us dysfunctional,
Evaluate the language of this institution,
Recognize that whites are not the majority,

INSTITUTIONAL

WHITE

W
Congregational based organizing,
Don't make assumptions that POC want to represent their cultural traditions,
Educational groups,
Keep having the conversation,
Structure safe space,
Create transformation groups.

POC

W

B, L, A, NA
Recognize the church is not just the individual but the community,
Change the music department.