

Have you wondered:

- ❖ What multicultural competency is, and why it is important?
- ❖ How you might meet a longing for the kind of intentional experience that will transform your life, deepen your faith, and enrich your soul?

Are you ready to:

- ❖ Lead a different kind of educational experience, one which will develop you as a facilitator and a mentor?
- ❖ Practice, enhance, and share your multicultural competency?

Is your congregation ready to:

- ❖ Engage authentically with one another about ways race, ethnicity, and culture have shaped your lives?
- ❖ Begin an intentionally transformative learning process, based on techniques we know work to help people and congregations build multicultural competency?
- ❖ Embrace individual and community practices vital for sustaining our living Unitarian Universalist faith now and for the future?



BUILDING THE WORLD WE DREAM ABOUT

www.uua.org/tapestry/buildingworld

Are you ready?

(over) ➡

What is Building the World We Dream About?

Building the World We Dream About is a 24-workshop curriculum to support Unitarian Universalists and our congregations in building the multicultural Beloved Community we want to embody. It seeks to disrupt the workings of racism and transform how we relate across racial, ethnic, and cultural differences, in our congregations and beyond. Participants develop their anti-racist, anti-oppressive, and multicultural habits and skills and prepare to nurture a multiculturally competent, actively anti-racist congregation.

Why is it so long?

The program's education process depends on personal reflection and narrative and invites deep listening, sharing, and reflection. Participants practice skills for cross-cultural dialogue and authentic cross-cultural partnering, primarily through sharing formative stories about racial, ethnic, and cultural identity. The first 13 workshops elicit the voices of people in the group and bring in others' personal narratives as readings and video clips. The final 11 workshops invite participants to interact with people of diverse identities and backgrounds outside the workshop group, both in and beyond the congregation.

Can it be shortened or adapted?

An intentional, step-by-step process distinguishes this resource from other faith development programs from Tapestry of Faith; thus, using workshops selectively is not recommended. Explore creative calendaring rather than shortening the series. Workshop 13 offers a natural "break" after a concluding worship celebration, and the program can easily be done over the course of two years. Similarly, we recommend you adapt only with great care. Be sure to keep these core elements: inclusion of varied perspectives, opportunities for engagement and deep reflection, and opportunities to practice and integrate newly developed multicultural competencies.

What if we cannot find the ideal facilitators?

We recommend that a two-person team from your congregation facilitate the program. Both will need good facilitation skills and be well versed in anti-racism, anti-oppression, and multiculturalism. Ideally, one facilitator will identify as white and the other as a person from a group marginalized by race, ethnicity, and/or culture. However, a team of two experienced white facilitators from your congregation with good anti-racism, anti-oppression, and multiculturalism competency can ably lead the program. Encourage such a team to seek help from peers using this program in other congregations and from Alex Kapitan, Congregational Justice Administrator for the UUA (akapitan@uua.org).

What if our congregation does not seem racially, ethnically, and/or culturally diverse?

Building the World We Dream About is designed to meet our congregations where each is, in terms of its multicultural make-up. Participants will still benefit from sharing their individual stories and listening to others, including the narratives provided in the curriculum. Facilitators of such a group might take special care to "widen the net" both within and outside the congregation to ensure participants encounter as many diverse voices as possible, at points where the curriculum provides such opportunities. Also, facilitators might seek further guidance, before beginning the program, from the UUA's Alex Kapitan.

How can we prepare to engage with the program?

It is highly recommended that congregations lay strong groundwork in preparation for engaging with this program—with proper preparation the returns are far greater. It is important to have more than one person leading the initiative; ideally, congregational leaders are on board, including the senior minister and the Director of Religious Education. Consider doing a series of events leading up to the start of the program, and reaching people in diverse and creative ways that speak to different learning styles. Services, panel discussions, guest preachers, a video series with follow-up discussions, and book discussions are some possibilities. For congregations that want an energizing introduction to the program, introductory workshops are now available.

Check out www.uua.org/multicultural for more, or contact Alex Kapitan at akapitan@uua.org.