

Discussion Guide

Introduction to Racial/Ethnic Caucusing for Youth

Overview

This discussion guide is designed for use with the animated video, [Introduction to Racial/Ethnic Caucusing for Youth](#) (4:48). The video provides information about racial/ethnic caucusing and gives examples of ways caucusing can help build diverse and inclusive youth communities. The video and discussion guide can be used to support multicultural and diversity work by people who work with youth and youth groups.

The Rev. Dr. Monica L. Cummings, the creator of the video and discussion guide, will participate in Q&A with any Unitarian Universalist group, by appointment. Please [contact Rev. Dr. Cummings](#) to make an appointment or if you are considering adapting this material.

Caution

Racial/ethnic diversity work can be empowering. It can also be painful. Therefore, it is recommended to have a trained chaplain or a member of your congregation's ministry team present when this work is being done.

Additionally, it is vitally important to allow youth to self-identify. If a youth is uncertain as to which group to caucus with, ask, "When you fill out forms for school, or another kind of registration form or application, and you are asked about your race/ethnicity, what is your response?"

Opening (Whole Group Together)

Gather the large group (racial ethnic groups together). Light the chalice and share these Opening Words:

We come together in multi-ethnic community.
We come together to share what we have in common, and what makes us different.
Our differences are our strengths,
Our commonalities are our comfort,
And our love for one another is our hope,
When we come together in multi-ethnic community.

View the Video

Form Racial/Ethnic Caucus Groups

Invite the youth to gather in caucus groups, according to the race and ethnicity with which they identify:

- People of Color (persons of Native American, Asian, Arab, Latino/a, African descent)
- Transracially Adopted
- Bi-racial and Multiracial
- White/European descent

Caucus Group Discussion Questions

Instruct the caucus groups to discuss these questions:

- How does my racial/ethnic cultural identity affect me?
- What are the racial/ethnic identities of the people in my life (e.g., family members, friends, school mates, co-workers)?
- Are any facets of my surroundings racially diverse?
 - What makes a place diverse?
 - What percentage of white people are in these diverse places?
 - What percentage of different racial groups are in these diverse places?
 - What racial groups are absent?
 - How regularly do white people dominate my environment?
 - When am I one of only a few faces in a crowd that seem to represent my racial background? Where does this happen? How often? How do I feel in these situations?
- What does it mean for me to be a person of color / be a white ally in a majority white faith community?
- What are some steps we might begin to take to become a truly diverse and inclusive faith community?

Come Back Together in Large Group

In the large group, process the caucus group experiences using these questions:

- What were some of the highlights from caucus groups?
- Did you learn anything new about yourself?
- How will you be an ally for others?

Closing Words and Extinguish Chalice

Gather the large group around the chalice. Offer these Closing Words:

In a moment of silence, let us reflect on how we can support and encourage one another.

How can we be allies for each other?

How can we welcome the stranger?

How can we embrace diversity?

In a moment of silent reflection, let us commit to building an inclusive community together.