

AMAZING TRANSFORMATION VIDEO STUDY GUIDE
JTWTC 3-15-16

The Journey Toward Wholeness Transformation Committee was formed in 1997 in response to a GA resolution calling for the creation of a group that would monitor and assess our progress on becoming the anti-racist, anti-oppressive, multicultural association we profess to seek. Since that time, the group has created reports focusing on various topics, including ministerial credentialing, volunteer leaders, etc.

This video was offered as JTWTC's report at the 2015 General Assembly.

The JTWTC wanted to hear stories from a diverse sampling of UUs and did so in three ways. At GA 2013, the team interviewed GA goers, with a specific focus on those already engaged in AR/AO/MC work. We asked:

What have we accomplished?

What is our current reality?

Do you have a story to share? If so, please do so briefly.

We also made cards available to all GA attendees and distributed and collected them in Plenary Hall. Finally, using social media, we invited UUs to share their stories with us directly. In analyzing the data and hearing the stories, it became clear to us that not all people experienced our location on the journey, or the journey itself, the same way.

This video came out of that understanding:

<https://www.youtube.com/watch?v=2kS2we0Mi7A>

You may find more about JTWTC on our website:

<http://www.uua.org/uuagovernance/committees/jtwtc>

Also view interviews and other JTWTC news on our facebook page:

<https://www.facebook.com/UUAJTWTC/?fref=ts>

So we offer this Study Guide to the *Amazing Transformation* video in support of congregations engaging in this work. The emphasis is on the importance of relationships, of establishing close exchanges with persons like those portrayed in the video, if a particular congregation doesn't already have a good component of such persons. We don't engage in this work just to check items off a list, but to develop authentic relationships with diverse people. Multiculturalism is not only about learning about different people, but about allowing oneself to be changed and broadened by engaging in relationship. Reflection question to consider are: How can these issues reach the hearts of the congregants participating? How can they let their hearts break?

Video Response Workshop

1. **Opening Words** (10 minutes) centering voices from communities of people marginalized in our faith: (Suggested readings might come from *Voices from the Margins*, *Voces del Camino*, or *Belonging*) Or anything else you'd like to choose

Light the Chalice: "Bringing to light the ways we include or exclude helps us to live better and love more fully. May we come to this moment with our hearts and minds open and our spirits turned fully to this work."

Song: Please choose one of the following that speaks to your congregation:

Building a New Way
How Could Anyone Ever Tell You
I Know This Rose Will Open
[include recording]
Or anything else you'd like to choose

2. **Intro/Covenant** (10 minutes)

Sample covenant:

- stay engaged (no checking messages on phones, etc.)
- listen with respect and seek to understand the experiences and perspectives of others
- use "I" statements to offer your own views of your experience
- maintain confidentiality - leave the stories, take the learning
- offer your vulnerability (of heart as well as mind), going to the full extent of your comfort zone

3. **Watching the Video** (45 minutes)

"We will go through the video three times. On our first watching, please view the experiences of the people with an open heart, noticing places of resonance, empathy, feelings. We will watch the video without stopping or commenting during this first viewing."

Viewing #1 (10 minutes)...after the viewing, take 2 minutes to sit in silent contemplation...

Viewing #2 and discussion (25 minutes) "During the second viewing, take time to take notes on the themes that you notice or specific reactions to the narratives depicted. Think about what is important to you and what appears important to the people portrayed."

...during the viewing, you may want to pause after... I saw... , I heard them say... , I was curious about... Be clear that this is not yet a time to analyze or make meaning, but simply to begin collectively naming what is or isn't there...

Suggested stopping points:

- at 0:55 (Julie)
- at 1:40 and 2:08 (Brian)
- at 2:36 and 3:24 (Ceci), and
- at 3:54 and 5:35

...after the video ends, have a discussion in the group about what individuals noticed or learned, and what seemed most important or critical to the persons portrayed.

You may find it helpful to give 2 minutes in pairs to talk about the most useful learning, then ask groups of 4 to take 4 minutes together to talk about how their learning and that of their partner affects their own feelings or might change their words and actions in the future. Then come back to the full group for a short reflection that emphasizes sharing without cross-talk or judgements.

Viewing #3 and discussion (10 minutes) "During our third and final viewing, we will be thinking about how our congregation (or community) may be changed by what we have noticed today. As you watch and listen this time, think about how we collectively compare to the stories in this video. Where are there places of energy and positive affirmation? Where are the opportunities for growth? Are there kinds of changes that need to happen before another, deeper change in culture can occur? Take notes if it helps you focus on these questions."

4. Taking video stories into your congregation and beyond in Unitarian Universalism Debrief (20 minutes)

- After the video, compile a list (page 1) of successful instances of inclusion.
- Compile another list (page 2) of moments when we were uncomfortable, unprepared, or unsure how to be more inclusive (at this time, do not offer critique, suggestions or cross-talk).
- On another (page 3), compile a list of things we could accomplish that would expand our capacity to perhaps with an idea of cost or time involved and even how to raise the funds or recruit persons to be involved.

5. **Taking Action** (10 minutes) Break into small groups and have each group outline a plan for how the congregation would build its capacity in one chosen area from the compilation, make a step by step proposal with a time line.

6. **Closing words:** (5 minutes)

We recommend one of the following be read aloud before extinguishing the chalice:

Love Is Our Greatest Purpose

<http://www.uua.org/worship/words/reading/love-is-our-greatest-purpose>

Blessed Is The Path

<http://www.uua.org/worship/words/benediction/blessed-path>

A Power At Work In The Universe

<http://www.uua.org/worship/words/benediction/power-at-work>

Selected Bibliography

Accessibility and Inclusion Ministry (AIM) - <http://www.uua.org/accessibility>

Five books for inclusion <http://www.uuworld.org/articles/a-bookshelf-inclusion>

Congregational Adaptations for People with Disabilities

<http://www.uua.org/accessibility/congregations>

LGBTQ Welcome & Equality <http://www.uua.org/lgbtq>

Ways to Welcome <http://www.uua.org/lgbtq/welcoming/ways>

Welcome, Inclusion, Affirmation and Nondiscrimination statements

<http://www.uua.org/lgbtq/welcoming/ways/185991.shtml>

Facilitation suggestions from the Aorta Collective

http://aorta.coop/sites/default/files/ao_facilitation_resource_sheet_july_2014.pdf