

## **Collaborative Leadership - An Antidote to the Culture of White Supremacy**

UUMN Professional Day 2018, Portland, Oregon  
Aisha Hauser, Beth Norton, Rev. William Sinkford, presenters

### **Description:**

Unitarian Universalism holds a unique place on the religious landscape in that we do not mandate a belief in either a deity, or heaven or hell. This is both freeing and a responsibility to offer an experience of faith that challenges us to engage with mystery and wonder. This happens most explicitly and most often during worship. During this historic time in our denomination, we have an opportunity to reflect on how we replicate the dominant culture and why it is important that we are intentional about not doing so. The past year has highlighted the ways in which our faith is centered around whiteness. Most of our readings, music and sermons are by white people. What would it look like to be intentional about changing our focus? What would it look like to “de-center whiteness” even in a predominantly white space? The PDD workshop will model how to use collaboration as a way to bring into worship the voices of people of color, whether they are religious leaders, writers, theologians or musicians. Learning to de-center whiteness, in all spaces, enriches us all.

### **Pre-class Assignment:**

Pre- and post-conference assignments should be emailed to the instructors (aisha.hauser@gmail.com, [elizabeth.h.norton@gmail.com](mailto:elizabeth.h.norton@gmail.com), bsinkford@firstunitarianportland.org) cc'd the the Professional Development Programs Manager ([pkahn@uua.org](mailto:pkahn@uua.org)).

**Pre-Class Written Reflection:** due to instructors July 10, 2018  
(750-1000 words, Times New Roman 12, double-spaced)

Describe your worship team’s process of planning the White Supremacy Teach In in your congregation. Who made the decision to do the service? What was the planning process like? Who was involved in the decisions? How did you manage pushback from congregants? Was there disagreement within your team? If yes, how was that handled? Was there anxiety about how the congregation would react? How did you manage that?

If your team decided not to hold a Teach In, please describe that process and reflect on your feelings. Who made the decision not to have the service? Who was involved in the decision? How did you manage pushback from congregants? Was there disagreement within your team? If yes, how was that handled? Was there anxiety about how the congregation would react? How did you manage that? What is your typical worship planning process like?

**The topic for the Post-Class writing assignment** will be given by the time we meet in Portland. It will be a written reflection of 1500-2000 words (Times New Roman 12, double-spaced) due on October 15, 2018.

**Please read or view these resources before we meet in Portland: (required for MLCP candidates)**

#### **A. Blog posts and videos:**

1. DeReau Farrar Testimony- <http://www.firstunitarianportland.org/director-music-dereau-farrar-offers-testimony/>

2. VUU #196 "UUs, Music and Appropriation"  
<https://www.questformeaning.org/vuu-latest/196-uus-music-appropriation/>

Join our hosts as they chat about Unitarian Universalists, music and appropriation with guests DeReau K. Farrar, Director of Music at First Unitarian in Portland, and Dr. Glen Thomas Rideout, Director of Music and Worship at First UU of Ann Arbor.

Links mentioned on the show:

Decentering Whiteness in Worship, UUA

Webinar: <https://www.uua.org/worship/words/decentering-whiteness-worship-webinar>

The Promise and the Practice

<https://www.uua.org/worship/words/promise-and-practice>

3. **Decolonizing Your Music Library** by Jason Shelton  
<https://m.facebook.com/notes/rev-jason-shelton-uu-musician/decolonizing-the-music-library/1403824736347900/>

4. **White Supremacy Culture** - from Dismantling Racism: A Workbook for Social Change Groups, by Kenneth Jones and Tema Okun, ChangeWork, 2001  
[http://www.csworkshop.org/PARC\\_site\\_B/dr-culture.html](http://www.csworkshop.org/PARC_site_B/dr-culture.html)

5. **White Fragility** by Robin DiAngelo <https://goodmenproject.com/featured-content/white-fragility-why-its-so-hard-to-talk-to-white-people-about-racism-twlm/>

#### **B. Books**

1. *Salsa, Soul and Spirit: Leadership for a Multicultural Age, Second edition* by Juana Bordas

2. *Honest, Direct, Respectful: Three Simple Words that will Change your Life* by [Dennis D. Adams](#) (Author), [Schumann Warner Sue](#) (Contributor)

3. [Dismantling Racism a Resource Book for Social Change Groups](#) p. 57-64  
“Anti-racist organizational development.” Description of 4 stages of development and a way to “test” your own organization.

### **Additional Recommended Resources**

(not mandatory to have been read by professional day)

*Rivals or a Team: Clergy-Musician Relationships in the 21st Century* by Eileen Guenther