




UNITARIAN
UNIVERSALIST
ASSOCIATION

UNITED NATIONS OFFICE | 2019 RESOURCE PACKET

United Nations Sunday Service

Equity in Action: Gender in an Intersecting World

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Part I: Background Information

This packet provides resources for Unitarian Universalist congregations to plan a worship service that honors the work of the United Nations, particularly addressing this year's theme, *Equity in Action: Gender in an Intersecting World*.

Find yourself in the Global U/U Story! With a UN Sunday Service, your congregation will learn about an important global issue and be inspired to take action in the name of justice. That's what the global U/U story is all about – Unitarians, Universalists, and Unitarian Universalists around the world engaging in liberal spiritual worship and doing their part to bend the arc of history toward justice. This packet includes plentiful resources for you and your UN Sunday planning team. It will take you through the steps of learning about, planning, and executing a successful and inspirational UN Sunday. Please read through as much as possible; you are encouraged to view each page as a resource for information and knowledge on the topic.

Please be aware of the requirements and deadlines for the Dana Greeley Award, Blue Ribbon Congregation Award, and procedures for collecting and sending donations.

We ask congregations to consider dedicating their UN Sunday offering or collection to the important work of the UU-UNO and to inform fellow UUs of the value of contributing to the UU-UNO. The UU-UNO exists to provide a unique Unitarian Universalist perspective at the United Nations. We depend on individual and congregational support, and we need your involvement, engagement, and enthusiastic contributions to help us bring our UU voice to the UN. Read more about the UU-UNO on page 34. You can help to change the world so that every person enjoys a safe and dignified life. Thank you for participating in UN Sunday!

Lastly, please add a description of your UN Sunday service to the online map! You can find it at www.uua.org/unsunday/services. Sharing about services on the map allows you to see what other congregations have done and gives congregations a chance to describe the events they put together. If you're a UU-UNO Envoy at your congregation: Once you have successfully held your UN Sunday, please remember to complete the Envoy Report, which can be found online at <https://goo.gl/DkAczJ>. This report is the pre-qualifier for becoming a Blue Ribbon Congregation and helps us learn more about how we can improve our resources and our support of initiatives and events.

Please contact the UU-UNO at unenvoycoordinator@uua.org or 617-948-4366, with any questions or concerns. This complete packet is available for all at uua.org/unsunday.

Good luck and have a fantastic UN Sunday celebration!

About the United Nations

Below is a brief overview of the history of this international organization. You may choose to read the Purposes (below) or the Preamble (Singing the Living Tradition #475) as opening words or as a reflection.

With the scourge of war heavy on hearts and minds following World War II, 51 countries met in San Francisco to create the United Nations, where they drafted and signed its Charter. When these 51 countries signed the Charter on 24 October 1945, they became *Member States* of the United Nations and committed their governments and peoples to “maintain international peace and security” as well as to the Charter’s other purposes and principles. When *states* become *members* of the United Nations, they agreed to accept the many obligations of the [UN Charter](#).

Much of the UN’s work sets normative frameworks which governments must take upon themselves to implement. The fourth purpose listed in the Charter is particularly illustrative of the UN’s mission: “To be a center for harmonizing the actions of nations in the attainment of these common ends.”

A common misunderstanding is that the UN is a director of action or change or that it has power over states. Much like elected or appointed officials in a city or province draft legislation in the interest of their local constituents, UN delegates from different countries deliberate about law and legislation at the international level. Governments draft, debate, and vote for or against treaties, conventions, or action plans discussed at the UN. Then it is necessary for the individual countries that sign these conventions to ensure that they are followed through – and for civil society to hold our own countries accountable for the commitments they make.

There are 193 Member States in the United Nations (the newest Member State is the Republic of South Sudan, 14 July 2011). In addition, the Holy See and the State of Palestine have observer status, meaning that they have speaking rights, but no voting rights. Working with such a diversity of peoples requires a large full-time translation team; the UN works in six official languages: Arabic, Chinese, English, French, Russian, & Spanish.

PURPOSES

Below are the four main purposes for which the UN was created and continues to work:

- To maintain international peace and security, and to that end: to take effective collective measures for the prevention and removal of threats to the peace,...
- To develop friendly relations among nations based on respect for the principle of equal rights and self-determination of peoples, and to take other appropriate measures to strengthen universal peace;
- To achieve international co-operation in solving international problems of an economic, social, cultural, or humanitarian character, and in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion; and
- To be a center for harmonizing the actions of nations in the attainment of these common ends.

United Nations Sunday

BACKGROUND

The United Nations was founded in 1945 as a global association of governments that facilitates cooperation in international law, security, economic development, and social equality. With aims to protect human rights and achieve world peace, it is a center for governments to communicate and develop strategies to reach these ends. Since 1947, October 24th has been called United Nations Day to commemorate the anniversary of the UN's creation. In 1971, the United Nations General Assembly adopted a resolution recommending that the day be observed as a public holiday by member states. The history of Unitarian Universalist involvement in the United Nations dates back to its very beginnings. Along with a number of other Unitarian volunteers, Elvira Fradkin was present in San Francisco at the founding of the United Nations on October 24, 1945. Fradkin went on to be a strong supporter active throughout the UN system, including serving as the UN representative for the American Unitarian Association.

AT YOUR OWN CONGREGATION

In celebration of UN Day, the Unitarian Universalist UN Office invites congregations and individual UUs to engage with the story of our global Unitarian and Unitarian Universalist faith by deepening their understanding of the United Nations and devoting one service in October to reaffirming the connections between our UU principles and the vital issues dealt with at the UN. Usually, congregations organize a UN Sunday for the Sunday closest to UN Day, but any Sunday is better than no Sunday at all. The theme for the UN Sunday service typically follows the theme for that year's UU-UNO Intergenerational Spring Seminar; this year's theme is *Equity in Action: Gender in an Intersecting World*. We invite you to focus on the topics of gender equity and intersectionality for your service, which is the focus of this packet.

UN Sunday is a unique opportunity to **engage the congregation in action** following the worship service. Beyond reflecting and talking about the issues at stake during worship, it's valuable to harness that passion by organizing an action station or event for congregants to undertake that afternoon or week. We suggest collaborating with another faith or interfaith group as part of the action portion of your UN Sunday celebration. Suggestions for potential actions to take are on page 18-19.

We encourage ministers, lay leaders, and youth and adult Envoys to take advantage of our prepared materials and/or to develop their own ideas for a UN Sunday service. Consider enlisting a UU-UNO Envoy or a special UN speaker to present the sermon. We especially encourage a multigenerational service, including children, youth, young adults, adults, and seniors working together in the preparation and execution of UN Sunday. Further, we urge congregations to organize related religious education sessions. Our UN Religious Education curriculum (UN Me) is available on our UN Sunday webpage:

www.uua.org/unsunday. Also on our website is a short, insightful history of UN Day and UU history at the UN which can be a great additional resource to use. This downloadable document, entitled, “They called it UN Day,” is written by UU lawyer Frank B. Frederick, who was involved in the creation of UN Day and the UU-UNO.

Further Reading on our blog: [The United Nations – It’s Your World](#) (written Oct. 2017) Discusses why the United Nations is important in current times, and particularly, why it should be important to Unitarian Universalists.

Part II: 2019 Global Rights Topic

Use these resources to educate yourself on this year’s UN Sunday theme, *Equity in Action: Gender in an Intersecting World*. It’s an enormous topic and cannot be covered entirely in this packet, so further research is encouraged if you are interested in learning more about any one particular aspect or angle.

Understanding Terminology

It is critical to understand the significance and impact of language when talking about gender—to use terms that will embody inclusivity rather than othering.

GENDER IDENTITY AND EXPRESSION

Gender: A complex combination of roles, expressions, identities, performances, and more which is assigned a gendered meaning. Gender is self-defined as well as defined by our larger society, and how gender is embodied and defined varies from culture to culture and from person to person.

Gender expression: How one expresses one’s gender outwardly, and/or the facets of a person’s expression that have gendered connotations in one’s culture. There is no right or wrong way to express one’s gender.

Gender identity: An individual’s internal sense of what gender they are. One’s gender identity may or may not align with one’s assigned gender/sex, and one’s gender identity is not visible to others.

Assigned at birth (AAB): A term that refers to the gender/sex a person is assigned at birth, i.e. whether one is labeled male, female, or intersex at birth. Some people identify with the gender they were assigned at birth and are **cisgender** (abbreviated as **cis**), and some people do not identify with the gender they were assigned at birth and are **trans**.

Gender non-conforming (GNC): Not fully conforming to gendered social expectations in terms of expression, roles, or performance.

Genderqueer: A particular non-binary gender identity that is neither woman nor man.

Intersex: A person born with any manner of supposed “ambiguity” in terms of gendered physical characteristics. This can include reproductive organs, genitals, hormones, chromosomes, or any combination thereof.

Non-binary: An umbrella term for people who do not identify exclusively as women or men. Specific non-binary identities include agender, bigender, demigender, gender fluid, gender neutral, genderqueer, third gender, and two-spirit.

Transgender (or trans): An umbrella term for people whose gender identity or expression doesn’t match the gender they were assigned at birth. Not all of those who are encompassed by this umbrella use the word trans to describe themselves.

LGBTQI+...?

When topics relating to sexual orientation or gender identity are at hand, the United Nations tends to use the acronym **LGBTI** (lesbian, gay, bisexual, transgender, intersex) in most situations. However, because terms such as lesbian and gay are Euro-centric, many speak instead of **SOGI** (sexual orientation and gender identity). (e.g. “We feel SOGI human rights are being neglected in the migration conversation.”)

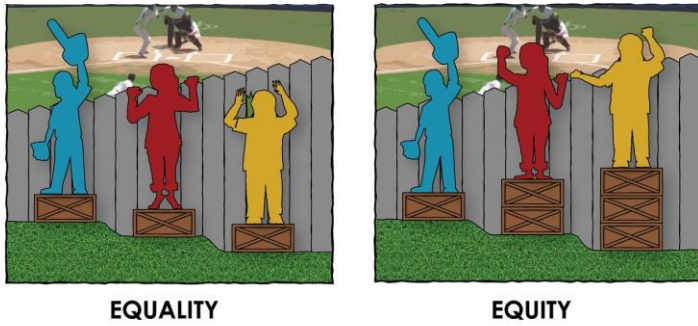
Meanwhile, the Unitarian Universalist Association tends to use **LGBTQ** or **LGBTQ+** (lesbian, gay, bisexual, transgender, queer, where + indicates the many other identities that are encompassed in this community but not specifically listed). **LGBTQ2** is used by some in North America to include **two-spirit** identities (which are defined differently by different Nations around North America).

It’s also important to note that a person’s **sexual orientation** (which describes whom they are attracted to)—whether they are **lesbian, gay, bisexual, heterosexual (straight), pansexual**, etc.—is entirely separate from their gender identity and their gender expression.

EQUITY, INTERSECTIONALITY, & MORE

Simply put, **equality** means sameness: giving everyone the same thing. This only creates an equal society if everyone starts from the same place. **Equity**, on the other hand, means fairness: giving everyone access to the same opportunities. Equity must be ensured before the end goal of equality can be achieved.

The image below is one depiction of the difference between equality & equity:



The picture shows three people who are the same height and are standing on an uneven ground trying to watch a baseball game. In the “equality” picture, each person has one crate to stand on, which only allows the person on the highest ground to see over the fence, leaving those on lower ground without a clear view. Meanwhile the “equity”

picture depicts these same people each given a different number of crates so that they all have a clear view over the fence. Not only is the uneven ground keeping these people from having the same access, but additional barriers exist for those on the lower ground: The fence slopes up, so that the person on lowest ground not only has to overcome their lower starting point but also has to reach higher to achieve their goals than the person who stands on higher ground to begin with.

As pointed out in a [Medium post by the Equity in Education Coalition](#): Many other illustrations of this concept instead depict the ground as flat, and the figure who can’t see over the fence is portrayed as short—essentially “blaming the person for being short.” Such an image actually represents white supremacy culture in action. As depicted above, the foundation—the system itself—is what’s unequal; some people have less opportunity not because of *something inherent in them* but because of *their position in society* and the systemic structures that provide unequal access to that opportunity.

Intersectionality, a concept created by black feminist legal scholar and activist Kimberlé Crenshaw, describes the ways in which the effects of multiple forms of discrimination or oppression (based on race, gender, class, etc.) create overlapping and interdependent systems of discrimination or disadvantage. An intersectional lens helps us understand how discrimination faced by black women differs from that faced by black men or white women, by virtue of being black *and* being a woman. The term *intersectionality* was originally applied only to the ways sexism and racism overlapped, but it has now come to include other forms of discrimination, such as class, ability, sexuality, etc. A person experiences the world through all the identities they hold, which cannot be separated. Understanding intersectionality lifts up the reality that none of us can be free until we are all free.

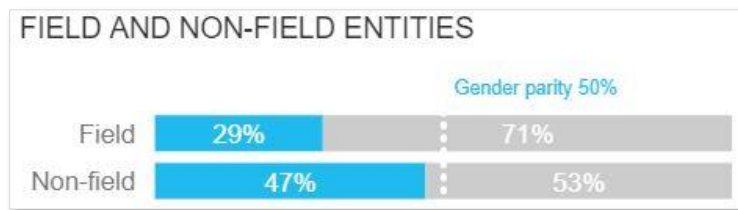
Gender Equity at the United Nations

The work of the United Nations is often about establishing norms and standards. Sometimes this involves establishing rules for nations to adopt, such as the Convention on the Elimination of All Forms of Discrimination Against Women (see page 9-10); or setting goals for nations to achieve, such as the 2030

Agenda for Sustainable Development (see page 11-12). Other times the UN's work is more direct, such as the initiatives of agencies such as the UN Children's Fund (UNICEF) or the UN Population Fund.

The **United Nations Population Fund** (UNFPA) is a United Nations organization committed to advocating for and supporting sexual and reproductive health. UNFPA's mission is to deliver a world where every pregnancy is wanted, every childbirth is safe, and every young person's potential is fulfilled.

The United Nations Secretary-General António Guterres committed in his oath of office in 2017 to work towards achieving gender parity across the UN system, with a target year of 2026. As of May 2019, 21 of the 72 entities within the UN Secretariat so far have achieved this. The gender breakdown for UN staff overall, however, remains disjointed at 39% female and 61% male. It is notable that there is quite a difference between field and non-field entities (blue = female & grey = male):



The United Nations publicly tracks its progress towards gender parity in the Secretariat staff: [a dashboard on their website](#) can be filtered by specific entity and by professional level.

An inter-agency working group at the UN recently created guidelines for gender-inclusive language to be used by UN staff in all communications “in a way that does not discriminate against a particular sex, social gender, or gender identity, and does not perpetuate gender stereotypes.” Separate guidelines were of course created for each of the six official languages of the UN, and it is noted that the resources will be revised and updated to reflect new feedback, suggestions, and changes in the use of language. The inter-agency working group invites feedback.

View the [Guidelines for gender-inclusive language in English](#).

Commission on the Status of Women (CSW)

As one of the first actions of the United Nations, in June 1946 its Economic and Social Council established a Commission on the Status of Women which would be charged with promoting gender equality and the empowerment of women. The Commission holds an annual session in New York City where issues pertaining to gender are assessed and discussed.

CEDAW

The Convention of the Elimination of all forms of Discrimination Against Women (CEDAW) was adopted by the UN in 1979. Colloquially called the International Bill of the Rights for Women, CEDAW explicitly defines discrimination against women, targets culture and tradition as influential forces shaping gender roles, and affirms reproductive rights for women. While CEDAW is not federally adopted in the United

States, several cities across the U.S. are taking action themselves to adopt CEDAW as a city ordinance. Find out more about how you can help your community adopt CEDAW on page 19.

Beijing Conference on Women

The Fourth World Conference on Women was held in Beijing in 1995 and resulted in the Beijing Platform for Action, which asserted women's rights as human rights and committed to specific actions to ensure those rights are respected, protected, and fulfilled.

SCR1325

UN Security Council Resolution 1325, a resolution on Women, Peace, and Security, was adopted unanimously by the Security Council on October 31, 2000. SCR1325 was the Security Council's first action to reflect the unique and disproportionate impact of armed conflict on women. Key provisions of SCR1325 include:

- Increased participation and representation of women at all levels of decision-making
- Attention to specific protection needs of women and girls in conflict
- Gender perspective in post-conflict processes
- Gender perspective in UN programming, reporting, and in Security Council missions
- Gender perspective & training in UN peace support operations

The changes brought about by the Women, Peace, and Security agenda have a positive impact on the lives of people of all genders, not just women, on the ground. The Women's International League for Peace and Freedom [notes in an overview of the resolution](#) that SRC1325's 3 pillars – protection, prevention, and participation – “are critical in respecting human rights and dignity and in tackling the root causes of conflict to create sustainable peace.”

UN Women

The UN General Assembly voted in July 2010 to establish a single body whose task would be to accelerate progress in achieving gender equality. That new entity was called UN Women (its full name is “UN Entity for Gender Equality and the Empowerment of Women” but no one calls it that—literally no one) and was formed by merging four former UN bodies that were concerned with women & gender issues.

LGBTQ+ RIGHTS AT THE UN

The UN's first resolution on sexual orientation and gender identity was adopted in 2011 by the UN Human Rights Council, based on grave concern over human rights violations suffered by lesbian, gay, bisexual, and transgender (LGBT) people ([Resolution 17/19](#)). A second resolution on the same issue was adopted in 2014 by the Human Rights Council ([Resolution 27/32](#)). The UNHRC noted that “Discrimination against this group is inextricably linked to their gender identity and manifests in their vulnerability to social exclusion or violence, such as ‘corrective rape’, assaults, and denial of basic services.”

UN Free & Equal

Launched in 2013 by the Office of the United Nations High Commissioner for Human Rights, the UN Free & Equal campaign is the United Nations' international campaign against homophobia and transphobia. They work towards raising awareness of sexual, gender, and bodily diversity and advocating for equal rights and fair treatment for lesbian, gay, bi, trans, and intersex (LGBTI) people everywhere.

Independent Expert on SOGI

A 2016 session of the UN Human Rights Council appointed an Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity. In [Resolution 32/2](#), the UNHRC called on the Independent Expert to report annually to the Council and for all States to cooperate fully with the Independent Expert in the execution of their mandate. The Independent Expert on SOGI, currently Mr. Victor Madrical-Borloz of Costa Rica, is charged with the following mandate:

- to assess the implementation of existing international human rights instruments with regard to overcoming violence and discrimination on the basis of SOGI, while identifying both best practices and gaps;
- to identify and address the root causes of violence and discrimination on the basis SOGI;
- to engage in dialogue and to consult with States and other relevant stakeholders, including United Nations agencies, programmes and funds, regional human rights mechanisms, national human rights institutions, civil society organizations, and academic institutions;
- to work in cooperation with States in order to implement measures that protect all persons.
- to address the multiple, intersecting, and aggravated forms of violence and discrimination faced by persons on the basis of SOGI;
- to conduct, facilitate, and support the provision of advisory services, technical assistance, capacity-building, and international cooperation in support of national efforts to combat violence and discrimination against persons on the basis of SOGI.

Earlier the same year, the UN Security Council made a statement condemning the June 2016 shooting at Pulse night club in Orlando, marking the first time that the UN Security Council used language that acknowledged violence faced by the LGBTQ community.

A June 2018 document from the Office of the High Commissioner for Human Rights gives a programmatic overview of "[The Role of the United Nations in Combatting Discrimination and Violence against Lesbian, Gay, Bisexual, Transgender and Intersex People](#)."

GENDER AND THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, the UN General Assembly adopted the [2030 Agenda for Sustainable Development](#) which included 17 [Sustainable Development Goals](#) to achieve by the target year of 2030. The 2030 Agenda

seeks to ensure that all nations and all people everywhere are reached and included in achieving the SDGs. Though it has its own goal, gender equality is also integral to all dimensions of inclusive and sustainable development. In short, all the SDGs depend on the achievement of Goal 5. It is our responsibility to act to make sure that people of all/no genders are included in accessing all of these goals, such as no poverty (SDG 1), good health (SDG 3), decent work (SDG 8), and access to justice & accountable institutions (SDG 16). The following are the goals that relate most directly to gender equity:

GOAL 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

The goal of quality education helps us to recognize the importance of gender equality in the younger generation. Some target areas under this goal include things like ensuring all children complete both primary and secondary school, eliminating gender disparities in education and allowing for equal opportunity for all genders, ensuring that all youth have sufficient levels of literacy, numerical skills, and more.

GOAL 5: Achieve gender equality and empower all women and girls

The goal of gender equality is used to work towards providing women and girls with equal access to things like education, health care, work, and political representation. There are several target areas under this goal including ending discrimination, eliminating harmful gender-based practices, ensuring women's participation in leadership roles, providing access to sexual and reproductive education and healthcare, supporting the economic autonomy of women, and much more.

GOAL 10: Reduce inequality within and among countries

The goal of reducing inequalities internationally helps to make sure that marginalized groups across the globe have equal opportunity and are not being held back due to things like gender and sexual orientation. Some gender-related target areas of goal 10 include promoting the economic, social, and political inclusivity of all, and implementing fiscal policies that reduce the wage gap.

UNITARIAN UNIVERSALIST ACTION FOR GENDER EQUITY AT THE UNITED NATIONS

In their work at the United Nations, the UU-UNO sees ending discrimination and violence against women, achieving trans rights, and advancing equity for people of all sexual orientations as related and mutually supporting efforts, all related to dismantling patriarchy. In their strong interfaith work through networks of faith-based organizations at the UN as well as relationships with Religions for Peace, the Parliament of the World's Religions, and the Council on Foreign Relations Religion and Foreign Policy arm, the UU-UNO is a forceful advocate for gender equity and sexual orientation/gender identity human rights. It is understood that work for these rights can begin with dismantling patriarchy within our religious institutions that serve as a cultural center in much of the world.

In 2012, the Social, Humanitarian, and Cultural Affairs Committee of the UN General Assembly, also known as the Third Committee, passed a resolution condemning extrajudicial, summary, or arbitrary executions. Although similar resolutions had been passed before, this was the first time such a resolution included gender identity in the list of discriminatory reasons for executions. The resolution also reversed a 2010 vote which attempted to remove reference to sexual orientation from the resolution. The UU-UNO led civil society in support of a diplomatic initiative spearheaded by the United States that successfully restored sexual orientation to the resolution. Prior to the resolution's passing, the United Arab Emirates, on behalf of the Organization of Islamic Cooperation, presented an amendment that would have removed reference to sexual orientation and gender identity from the resolution and substituted "or for any other reason." Because of UU-UNO leadership, that amendment was defeated with 44 votes in favor, 86 against, 31 abstentions, and 32 absent, thus reinstating "sexual orientation" as an area of UN concern for extra-judicial killings around the world.

The UU-UNO participates actively in the annual sessions of the UN Commission on the Status of Women, including by hosting one or two parallel events as part of the CSW's NGO Forum. These parallel events are an opportunity for non-governmental organizations (NGOs) in consultative status with the UN's Economic and Social Council (ECOSOC), such as the UU-UNO, to lift up issues of grave concern relating to the status of women around the world. Previous topics addressed by the UU-UNO's events at CSW have included reproductive justice as a mechanism for economic empowerment, best practices for ending female genital mutilation, and using community-based advocacy to combat structural gender discrimination.

UNIVERSAL DECLARATION OF HUMAN RIGHTS – GENDER

2018 marked the 70th anniversary of the United Nations' adoption of the Universal Declaration of Human Rights (UDHR). The human rights articulated therein are all relevant to the topic of this UN Sunday because all persons, regardless of gender, possess every single one of the human rights listed in the declaration. [Read the full UDHR](#). Some articles that explicitly relate to this year's theme are:

Article 1: All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

Article 16: (1) Men and women of full age, without any limitation due to race, nationality, or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during

marriage, and at its dissolution. (2) Marriage shall be entered into only with free and full consent of intending spouses.

Article 23: (2) Everyone, without any discrimination, has the right to equal pay for equal work.

Further Reading on our blog: [Human Rights Day in an unjust world](#) (written Dec. 2016—but still extremely relevant) addresses the cognitive dissonance involved with celebrating a human rights holiday as the world draws further away from recognizing and honoring the human rights of all.

Gender Equity and Unitarian Universalism

As the UUA's webpage for LGBTQ Justice states, "Each of us has worth and dignity, and that worth includes our gender and our sexuality. As Unitarian Universalists (UUs), we not only open our doors to people of all sexual orientations and gender identities, we value diversity of sexuality and gender and see it as a spiritual gift. We create inclusive religious communities and work for LGBTQ justice and equity as a core part of who we are. All of who you are is sacred. All of who you are is welcome."

In 1863, Olympia Brown was the first woman ordained by the Universalist denomination. The UUA would eventually become the first large denomination to have a majority of female ministers. The UUA has supported the rights of lesbian, gay, and bisexual people officially since 1970 and UUs are proud to have been one of the first denominations in the U.S. to conduct same-sex marriages. In 2019, 79% of Member Congregations of the Unitarian Universalist Association are "Welcoming Congregations," indicating they have taken intentional steps to welcome and affirm LGBTQ members. Many of those 812 congregations were certified as "Welcoming" decades ago and are now invited to reaffirm their commitments through the Welcoming Congregations Renewal Program.

The UUA General Assembly has voted several times in recent years support the rights of people of all genders: In 2016 there was an Action of Immediate Witness adopted: "[Stop the Hate: Protect and Support Our Transgender and Gender Non-Conforming Family](#)." A 2015 Statement of Conscience on [Reproductive Justice](#) affirmed "the human right to have children, not to have children, to parent the children one has in healthy environments and to safeguard bodily autonomy and to express one's sexuality freely."

Unitarian Universalist communities have not always lived up to the inclusion and acceptance that they profess towards people of all identities. This has been particularly true for UUs who are people of color and/or trans/non-binary, who have often been made to feel excluded in their own faith tradition. [The Sharing Project](#), the report on a 2014 survey of UUs, lifted up that, while the majority of UU congregations have LGBTQ-inclusive policies and procedures and use inclusive language in worship, the same cannot be said for transgender inclusion. The organization TRUUsT (Transgender Religious professional Unitarian

Universalists Together) released [a report](#) in January 2019 on the experience of trans Unitarian Universalists, following a survey of trans UUs conducted in 2018. A [summary from TRUUsT's blog](#) points out some of the critical take-aways from that report:

Lack of spiritual connection and care: *Only 44% of trans UUs feel spiritually connected and nourished at their congregation—and only 15% feel strongly spiritually connected. Only about half of trans UUs who have a UU minister feel comfortable seeking pastoral care from them. A majority of trans UUs who attend a congregation feel responsible for education on trans identity or concerns.*

Lack of inclusion: *72% of trans UUs do not feel as though their congregation is completely inclusive of them as trans people. Higher levels are experienced by those who are most financially insecure (89%), people of color (85%), young adults (84%), and non-binary people (82%).*

Marginalization: *42% of trans UUs regularly experience trans-related marginalization in UU spaces. Higher levels of trans-related marginalization are experienced by those who are most financially insecure (74%), people of color (54%), non-binary people (53%), and disabled folks (48%).*

Reasons for leaving: *Other than moving away, trans UUs have left UU congregations most often due to trans-related marginalization; other identity-related oppression such as racism, classism, ableism, and ageism; hypocrisy; unfulfilling worship/spiritual experiences; and abuse or bullying.*

The results in this report highlight the need for Unitarian Universalists to look at conversations about gender through an intersectional lens: when feelings of exclusion and marginalization among trans UUs are higher for those who are financially insecure, people of color, young adults, non-binary, or disabled, it is clear that progress towards inclusion cannot simply focus on gender. It must be a comprehensive effort to dismantle *all* systems of oppression that play out in our congregations and our world.

TRUUsT (Transgender Religious professional Unitarian Universalists Together)

According to their website, transuu.org, TRUUsT was founded in 2004 “to support and advocate for trans UU religious educators and ministers, with the hope of one day expanding into an organization for all trans Unitarian Universalists.” They have [several recommendations](#) for how Unitarian Universalists can support trans UUs: Donate to their rapid-response fund, join their team of accomplices, hire trans religious professionals (they have a services directory), get educated, and take action to be more inclusive as a congregation.

Transforming Hearts Collective – UU Trans Inclusion Course

The Transforming Hearts Collective works to support spaces where trans and queer folks (of all races, classes, abilities, ages, and more) can access spirituality, healing, and resilience, both within and outside of organized religion. They offer a [6-session online course](#), led by Rev. Mykal Slack and Zr. Alex Kapitan, for individuals and groups who want to take their knowledge and skills to the next level in terms of creating congregations that are fully inclusive and affirming of the full breadth of gender diversity.

GENDER EQUITY AND THE SEVEN PRINCIPLES OF UNITARIAN UNIVERSALISM

Here is a brief breakdown of UU Principles and their connection to gender equity:

The inherent worth and dignity of every person:

A core philosophy within Unitarian Universalism is the importance of treating everyone with dignity and respect, regardless of gender identity or expression. The worth and dignity of every person is *inherent*. This worth does not go away if they are female, transgender, non-binary, or gender non-conforming.

Justice, equity, and compassion in human relations:

Inhumane and unequal treatment of individuals due to their gender identity does injustice both to the individual and to society. Advocating for justice, equity, and compassion, Unitarian Universalist theology calls us to hold ourselves and our communities to a higher standard, becoming truly welcoming and inclusive through our actions and words.

Acceptance of one another and encouragement to spiritual growth in our congregations:

Prejudice comes from a lack of understanding and knowledge of others. Spiritual growth can be promoted by learning about our differences and ways of viewing the world. By providing space within congregations to form deep relationships with different types of people, individuals can bridge mental and psychological distance from one another.

A free and responsible search for truth and meaning:

As Unitarian Universalists, we are here to accompany one another on our individual and collective journeys toward truth and meaning. When it comes to gender, we help each other discover who we are and encourage each other to live our own truth.

The right of conscience and the use of the democratic process within our congregations and in society at large:

Unitarian Universalists must be active in contacting their elected representatives to voice their concerns and advocate for inclusive policies. In our congregations and in society at large, we must work to ensure that equal rights are enforced, voting rights are not inhibited, and that all people, no matter their gender identity or expression, are able to live free from fear of violence or discrimination.

The goal of world community with peace, liberty, and justice for all:

Once everyone is understood to have inherent dignity and worth, we can then begin to build a peaceful, liberated, and just community. As Unitarian Universalists, we must make sure that the rights of people of all genders are respected, protected, and fulfilled, and that a community of understanding and acceptance extends beyond borders.

Respect for the interdependent web of all existence of which we are a part:

Our world is increasingly interdependent. Everyone's lives are dependent on an intricate web of environmental, social, political, economic, and cultural factors. If the stability of one of these factors is weakened, the whole web becomes endangered. This principle forces us to understand the importance of our global network and recognize that if people with marginalized gender identities are harmed, all people are negatively affected. None of us can be free until all of us are free.

UU UNITED NATIONS OFFICE INTERGENERATIONAL SPRING SEMINAR

The UU-UNO's annual Intergenerational Spring Seminar offers a starting point for engagement with the global topic of United Nations Sunday for that year. This year, the Seminar *Equity in Action: Gender in an Intersecting World* brought 113 Unitarian Universalists from around the U.S. and Canada to New York City to learn about and discuss action steps to work towards gender equity. The primary objectives for the 2019 seminar were as follows:

1. Create an inclusive, multigenerational learning space where people can feel safe to deconstruct their own biases, learn information and skills to take action outside of the Seminar, and become confident engaging with opinions/perspectives outside of their comfort zone.
2. Call participants to hold themselves accountable for past microaggressions and encourage participants to find opportunities for growth in their mistakes.
 - a. Unpacking internal biases, microaggressions, presumptions
3. Understand the reality of the non-binary nature of gender and the conditioned performance of gender within cultural context.
4. Understand the issues women and transgender, gender nonconforming, intersex, and queer people face around the world.
5. Understand how an individual's experience of gender identity intersects with their race, class, ability, religion, poverty, politics, etc.

6. Encourage engagement with current UN initiatives to address gender equity
7. Learn how to be an active and effective accomplice for gender equity.

Many resources for further engagement and education about these issues were compiled following the Seminar and can be found on our [website](#). This includes a video of the Theme Panel which was live streamed from the United Nations in the NYC Headquarters building. Congregations may wish to hold a screening and discussion of this panel as an afternoon session following the UN Sunday worship service.

At the end of the Intergenerational Seminar, all participants contributed to writing a statement that reflects what was learned during the event and what we as Unitarian Universalists commit to doing moving forward. Read the [2019 Seminar Statement online](#) and consider displaying it at your congregation.

THINKING GLOBALLY, ACTING LOCALLY

As part of the Global UU Story, Unitarian Universalists around the world work for social justice causes they care about. UN Sunday offers an opportunity to consider the theme during a worship service, but congregations must also take action in order to make change. Here are just a few examples of the many ways that you can incorporate action into your congregation's celebration of UN Sunday to advance equity for all.

Creating Inclusive Communities by Transforming Hearts

Many Unitarian Universalist congregations claim to be welcoming spaces for people of all identities, but fall short in many ways of providing a true home for all. Individuals, groups, and congregational teams are invited to participate in the 6-session online course "Transgender Inclusion in Congregations" offered by the Transforming Hearts Collective. The course explores the intersection of trans identity, spirituality, and faith community, and gives participants the grounding, context, and skills to transform congregations. It is available at a sliding scale of \$400-\$800 for groups or congregations. Find details at transforming-hearts-collective.teachable.com.

Consider this year's UN Sunday an opportunity to sign your congregation up for the Transgender Inclusion in Congregations course or invite sign-ups ahead of time and hold the first discussion session immediately after the UN Sunday worship service.

Get started with inclusivity in your congregation by: [creating gender-neutral bathrooms](#); [becoming an official Welcoming Congregation](#) or renewing your welcome; [using inclusive language](#) in services, publicity, and bylaws; and more. If you're in search for a minister, consider engaging with the [Beyond Categorical Thinking program](#). Information on these and other UUA [suggestions for deepening welcome are here](#). Additionally:

- Here are [five ways to take action](#) to support trans UUs from TRUUsT (Transgender Religious professional Unitarian Universalists Together).
 - Read with intention the 2018 [report from TRUUsT on the experiences of Trans UUs](#).
- Is your congregation a [Welcoming Congregation](#)? The work of welcome is never done! UU Welcoming Congregations are urged to begin their [Annual Welcoming Congregational Renewal program](#) to learn about and address the needs of LGBTQ folx.
 - [Subscribe to Uplift](#) from the UUA's LGBTQ Ministries and Welcoming Congregations Blog and quarterly newsletter – and share that content with members of your congregation.

Cities for CEDAW

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) is a comprehensive treaty protecting and promoting international women’s rights. While the U.S. has not federally adopted CEDAW, several U.S. cities have decided to act for themselves. By joining the Cities for CEDAW campaign, congregations can make a change in their own communities while strongly engaging with UU principles. The campaign uses a comprehensive international human rights treaty (CEDAW) as an overarching framework for advancing political and economic equality for women in the United States at the local level, while also amplifying the necessity to ratify the treaty and embed it in U.S. law. Consider what implementation of this could mean for equity in your community, without limiting the language to “women”: Urge your city to implement CEDAW to **enforce the rights of people of all/no genders**. This campaign offers a superb occasion for interfaith organizing and coalition-building to “Make the Global Local.” Get started at <http://citiesforcedaw.org/>

SUGGESTED RESOURCES FOR ADDITIONAL LEARNING

Documentaries, Videos, and Media on Gender Equity

- Eric Juhola: *Growing Up Coy* (2016, documentary) available on Netflix; follows a landmark transgender rights case in Colorado where a 6-year-old transgender girl named Coy has been banned from the girls’ bathroom at her school.
- Kamala Lopez: *Equal Means Equal* (2016, documentary) explores gender inequality in the U.S. and underscores the urgency of the fight for the Equal Rights Amendment.
- Davis Guggenheim: *He Named Me Malala* (2015, Documentary) tells the story of Malala Yousafzai, leading advocate for girls’ education and children’s rights.
- TED Talks:
 - Kimberlé Crenshaw: [The Urgency of Intersectionality](#)
 - Andrea Boyles, Ph.D.: [The Socialization and Comfortableness of Microaggressions](#)
- YouTube Videos: (check out their YouTube pages for more incredible videos)
 - United Nations: [“International Women’s Day 2019 – United Nations Video Message”](#)
 - UN Human Rights: [“UN Free & Equal: Demand justice, protection and equality for all”](#)
 - In the Life Media: [“Becoming Me \(Full Episode\)”](#)

- Podcast: [Good Night Stories for Rebel Girls](#)

Books, Websites, and Articles on Gender Equity

- Michael Bronski: [A Queer History of the United States](#) (2012)
- Michael Bronski & Richie Chevat: [A Queer History of the United States for Young People](#) (2019)
- Laura Erickson-Schroth & Laura A. Jacobs: [“You’re in the Wrong Bathroom!” And 20 Other Myths and Misconceptions About Transgender and Gender Nonconforming People](#)
- Angela Saini: [Inferior: How Science Got Women Wrong – and the New Research That’s Rewriting the Story](#)
- Janet Mock: [Redefining Realness: My Path to Womanhood, Identity, Love & So Much More](#)
- UN Women: [Spotlight on Sustainable Development Goal 5](#) (including great infographics and data)
- UN Population Fund: [Frequently asked questions about gender equality](#) (including gender equality v. gender equity v. women’s empowerment)
- Equity in Education Coalition’s article: [“This ‘Equity’ picture is actually White Supremacy at work”](#)
- YW Boston Blog: [“What is intersectionality and what does it have to do with me?”](#)
- The FADER article: [“Here Are Some Ways to Help Build a More Intersectional Feminism”](#)
- Believe.Earth article: [“How to educate children for gender equality”](#)
- Resources from UNICEF:
 - Article: [“So That No Child Suffers Because of Who They Are or Who They Love”](#) by Maryanne Buechner from May 2019
 - Current Issues paper [“Eliminating Discrimination Against Children and Parents Based on Sexual Orientation and/or Gender Identity”](#) from Nov. 2014
 - [Gender Equality Global Annual Results Report 2018](#)
 - [Gender Action Plan 2018-2021](#)
 - Flyer about [UNICEF’s Gender Programs](#)

Part III: Planning a UN Sunday Service

Brainstorming UN Sunday

The following guide to planning a United Nations Sunday at your congregation is adapted from the work of Sylvia Heap (longtime Envoy at All Souls UU Church in Watertown, NY), who has been planning these services for over 40 years. The UN Sunday theme follows our Spring Seminar theme, which this year is gender equity.

UN Day every year is October 24th. First, you’ll need to set a date for your service with the church, preferably around October 24th. The 2019 suggested date is October 27th. If you are unable to book this

date for a service, consider having a post-service event in October and hosting the service on another date*. You may wish to choose an alternate UN international observance day that connects with this year's theme for your UN Sunday Service or Event (March 8 bold because it falls on a Sunday):

- July 30th (Tues) is World Day Against Trafficking in Persons & International Day of Friendship
- August 9th (Fri) is International Day of the World's Indigenous Peoples
- August 12th (Mon) is International Youth Day
- August 19th (Mon) is World Humanitarian Day
- September 21st (Sat) is International Day of Peace
- October 1st (Tues) is International Day of Older Persons
- October 11th (Fri) is International Day of the Girl Child
- October 15th (Tues) is International Day of Rural Women
- October 24th (Thurs) is United Nations Day
- November 16th (Sat) is International Day for Tolerance
- November 20th (Wed) is Universal Children's Day
- November 25th (Mon) is International Day for the Elimination of Violence against Women
- December 10th (Tues) is Human Rights Day
- December 18th (Wed) is International Migrants Day
- December 20th (Fri) is International Human Solidarity Day
- February 6th (Thurs) is International Day of Zero Tolerance to Female Genital Mutilation
- February 11th (Tues) is International Day of Women and Girls in Science
- February 20th (Thurs) is World Day of Social Justice
- **March 8th (Sun) is International Women's Day**
- March 20th (Fri) is International Day of Happiness
- March 21st (Sat) is International Day for the Elimination of Racial Discrimination
- May 15th is (Fri) International Day of Families*

*If aiming for Blue Ribbon status, be sure to have your UN Sunday service prior to March 31, which is the deadline for meeting all the requirements to become a Blue Ribbon Congregation.

DEVELOP THE THEME AROUND GENDER EQUITY

See Part II: 2019 Global Rights Topic

- Decide on Guest speaker(s) - consider someone from the UU-UNO, Envoys, representatives of your local UN Association, congregants, yourself etc.
- Pick out some options for readings, hymns, opening and closing. (Keep in mind the connection that gender equity has with our UU Principles)

- Consider including a special presentation of some kind (i.e. show a video, give more information about gender equity beyond the sermon, have a discussion on local action, etc.)
- Plan on further organizing a fundraising reception or action event for after the service. See the Think Globally, Act Locally section on page 18-19 for suggestions.

UN Sunday Checklist

What you'll need to pull off your UN Sunday service with success! Keep track of this checklist throughout the planning process.

- People to speak/perform during the service:
 - Worship associate
 - Music
 - Sermon (discuss ahead of time what specifically you'd like them to speak about)
 - Additional performance (Music? Skit?), Photographer?
 - Story for All Ages
- Order of Service:
 - Finalize readings, hymns, other music, etc.
 - Design Order of Service
 - UU-UNO Donation Envelopes
 - Print, fold, and stuff Order of Service
- Action for engagement with theme after the service
- Worship script (how will Worship Associate introduce each section?)
- UN flag, any other special décor for the UN Sunday service
- Food/drinks for coffee hour
- Display table with UU-UNO promotional materials
- Follow up with UU-UNO about how your service went

Timeline for UN Sunday Service Planning

This is a general timeline to help you plan and prepare for your UN Sunday service. (Guidelines are for an October service – if your service is at another time, just adjust the month!)

JUNE-JULY

- (ASAP) Settle on a date for your UN Sunday service. Inform UU-UNO of the date you've selected.

- Read over the UN Sunday packet thoroughly and educate yourself on the UN and this year's theme.
- Brainstorm ways to engage the congregation concretely in action that relates to the theme: Will the action be focused on changing congregational culture? Organizing locally for change? Joining a national or international campaign? (See page 18-19 for a few ideas.)
- If you don't already have youth in your Envoy team, reach out to your congregation's youth group and invite them to help you plan a multigenerational service.
- If you plan to invite a guest speaker to give the sermon, reach out to potential speakers to check their availability. (UU-UNO staff members are available to speak at your congregation. Invite them ASAP, as their schedules fill up quickly!)
- See if your congregation can have a special collection for the UU-UNO during the UN Sunday service (or during October if your congregation has month-long plate recipients).

AUGUST

- Reconvene your UN Sunday Service planning team and check in on progress.
- If speakers/musicians haven't confirmed yet, follow up or find an alternative.
- Brainstorm music and a Story for All Ages for your service.
- Talk with congregational leaders about how to engage congregants in taking action on the theme after the service is done. Will it happen the same day? Later in the week? Will it be a single event or an ongoing campaign? (See page 18-19 for a few ideas.)
- Develop a plan to advertise the UN Sunday service so you can get good attendance (*e.g. post on social media/congregation's website; tabling during coffee hour; mention in announcements prior to services; place a notice in newsletter, local newspaper*).
- Talk with Director of Religious Education about using UN Me curriculum to help the children learn about the UN in lead-up to UN Sunday. Suggest the RE curriculum for UN Sunday as recommended on page 27-31.

SEPTEMBER

- Finalize order of service, special collection for UU-UNO, and list of people to speak/perform during the service.
- See if you can get a photographer to take pictures of your service and check with your congregation's administrator if the photos may be shared and used by the UU-UNO.
- Begin advertising UN Sunday service & action so you can get good attendance.
- Prepare for a table during coffee hour following the UN Sunday service (or during the whole month!) to educate congregants about the UU-UNO. Flyers to display can be downloaded and printed from www.uua.org/un/envoys.
 - Ask UU-UNO to send you donation envelopes for Order of service/display table.

- Follow up with whoever will give the sermon to make sure they're familiar with the UU-UNO and will talk about the topics you'd like them to address.
- Finalize details for post-service action that helps congregants put passion into action.
- Talk with treasurer or church admin about check processing protocol:
 - Can they provide you and/or the UN Office with a list of the names of donors?
 - Should checks be made out to UU-UNO or to the congregation who will send a composite check?
 - Review donation protocol for congregations. (Instructions available for download from www.uua.org/un/envoys)

OCTOBER

- Finalize the worship script for the worship associate.
- Meet up with your UN Sunday Service planning team to run through the service.
- Make sure donation envelopes for the service have been procured a week ahead of time.
- Continue advertising UN Sunday service & action so you can get good attendance!
- After the service, make sure to follow up to thank your guest speaker(s) and check in with the UU-UNO to report how it went!

UN SUNDAY: THE DAY OF

- Be there early to:
 - Get water for the speaker(s).
 - Test microphones; (if recording) set up recorder and/or video camera.
 - Ensure the camera(s) are fully charged and have memory available.
 - Make sure the Religious Education participation is ready.
 - Greet guests as they arrive.
 - Help stuff donation envelopes into the orders of service (if applicable).
- If a collection is being taken for the UU-UNO, encourage people to write their information on the donation envelopes included in the orders of service so that you can get the Supporters needed to become a Blue Ribbon Congregation (See sample language on page 27.)
- After the service: Enjoy coffee hour, introduce speaker(s) to members of the congregation, make sure people know about and will join you for the action that follows.
- Collect checks made out to the "UU-UNO":
 - Mark checks from donors who want to be sustaining friends of the UU-UNO.
 - Make a list of individuals who made donations, to qualify for Blue Ribbon Award.
 - Use the UU-UNO's [Donation Instructions sheet](#).
- Work with treasurer to add up the cash from the collection plate (if the collection plate isn't for the UU-UNO, remind people during the service that UU-UNO is supported by their donations).

- Email the office (unenvoycoordinator@uaa.org) with your total money count and how many individuals donated.

UN SUNDAY: FOLLOW-UP

- Complete the UN Sunday report online (<https://goo.gl/DkAczJ>) to let the UU-UNO know about your experience hosting a UN Sunday service and to provide feedback on these resources.
- Please send (email is fine) the following to the UU UN Office:
 - A few photos (if you can get permission from the congregation for photos from the service to be used by the UU-UNO)
 - The number of individual checks w/ amounts (include names if you have permission)
 - Total amount donated from collection plate (if applicable)
 - The Order of Service/ Program & any additional information you'd like to share (or, share this online; see below)
- Head to www.UUA.org/UNSunday/Services and log in to share about your UN Sunday event so others can read about it and be inspired. Instructions are on that page. Include pictures if you can! While you're there, look at what other congregations have done. Adding a description to the map is necessary to qualify for the 2019-2020 Blue Ribbon Congregation Award
- Upload pictures of the service; if on Facebook, Twitter, or Instagram, tag the UU-UNO!
- Write thank you notes to speaker(s), committee chairs, and others who contributed to the service or action. You can also enclose copies of photos of participants.
- Confirm with the Board about donating the offering to the UU-UNO.
- Submit the sermon to the 2019 Dana Greeley Award by Feb. 1, 2020 (www.uua.org/justice-programs/awards/greeley).

Celebrate! You did a wonderful job.

Sample Order of Service

We recognize that each congregation has its own routine for Sunday morning gatherings, and we encourage you to use and modify the resources in this packet to fit your own congregation's needs. For further inspiration leading up to UN Sunday keep an eye on the UN Sunday portion of our website: www.uua.org/unsunday.

Welcome, Introductions, Announcements: Use this time to introduce UN Sunday and the UU-UNO. Possibly have an Envoy introduce the service.

Call to Worship: Singing the Living Tradition Reading #418 or #434

Opening Words/Chalice Lighting: [Monthly Global Chalice Lighting](#) from ICUU or [In Faith](#) by Sunshine Jeremiah Wolfe

Opening Hymn: Singing the Journey #1014 (Answering the Call of Love) or #1004 (Busca el Amor)
Singing the Living Tradition #134 (Our World is One World)

Time for All Ages: Choose a book from the list on page 28-29 or do the suggested Time for All Ages Activity described on page 26-27.

Joys and Concerns: (if your congregation normally has them)

Meditation: [Breath Meditation](#) by Samuel A. Trumbore or [Meditation on Opposites](#) by Alex Kapitan

Meditative Hymn: #95 (There is More Love Somewhere) or #1031 (Filled with Loving Kindness)

Reading [We Are all More Human than Otherwise](#) by Richard S. Gilbert or #475 (UN Charter preamble) or [Time to Tune In](#) by Brittany Packnett

Sermon/Homily: Some congregations choose to invite a guest speaker from a local organization related to the theme or local United Nations Association (UNA) Chapter, show a short film or clip, or have an Envoy or the Minister deliver a sermon about the UN Sunday theme. Many invite UU-UNO staff to speak. This is where to go into further detail about gender equity.

Offering: The UU-UNO is supported financially by individual, family, and congregational contributions. We suggest holding the offering after the sermon so people will be excited about helping the UU-UNO. (see below for sample language)

Closing Hymn: Singing the Journey #1026 (If Every Woman in the World) + include lyrics as an insert so congregation can follow more easily the addition of another verse: switch up the words for verse 2: change *man* to **person**, *his* to **their**, *brother* to **sibling**; or #1017 (Building a New Way)

Chalice Extinguishing [Kindle New Sparks](#) by Debra Burrell

Closing Words: Reading #683 or #694 or [Go in Peace, Live Simply](#) by Mark L. Belletini

Postlude: Singing the Living Tradition #118 (This Little Light of Mine)

SUGGESTED TIME FOR ALL AGES ACTIVITY

To get people of all ages to start thinking about concepts relating to gender, try this activity:

Pass out post-it notes or have them already inserted into the order of service. Tell everybody to “draw a doctor”. After a minute, have everyone compare their picture to the one their neighbors drew. Ask each person to think quietly about the picture in their mind as they drew their picture. What was the gender of the doctor they pictured? Invite people to discuss with their neighbor whether that gender came through in the drawing. In what way? What about the drawing conveyed gender? How? Why?

COLLECTION TO SUPPORT THE UU-UNO

The UU-UNO is supported financially by individual, family, and congregational contributions. Some congregations choose to dedicate their offering on UN Sunday to support our vital mission, while others choose to contribute in their annual budget. We invite you to decide the best way for you congregation to support the UU-UNO. See below for sample language to introduce a collection. There is also an option for people to text “UNO” to 51555 to donate via mobile phone. It’s easy to include that information as a small note in the Order of Service.

Sample Language for a Collection to Support the UU-UNO:

“Today’s collection is for the Unitarian Universalist United Nations Office. The UU-UNO has held a prominent place at the UN since 1962, advocating for UU values on the global stage. Within our lifelong quest for a world community with peace, liberty, and justice for all, the UU United Nations Office is one way that we are getting closer to that goal. By engaging every day with Member States and agencies and speaking out in defense of human rights for those who are oppressed, the UU United Nations Office’s advocacy made sexual orientation & gender identity human rights a priority throughout the United Nations system. Recently, the UU-UNO has been instrumental in building coalitions with other faith-based and civil society organizations at the UN. With nationalism on the rise around the world, having our UU voice represented at the UN is more critical than ever, and the UU-UNO relies on congregational and individual donations to continue its work.

We are hoping to become [or “to retain our status as”] one of a few Blue Ribbon Congregations that help to sustain this crucial work into the future. There are Supporter envelopes included in your order of service with details on Supporter levels; to qualify as a Blue Ribbon Congregation, we need at least 15 individuals to become Supporters through a gift of \$60 or more. Please write your information on the envelopes so that we can qualify [again] this year. You can also text UNO to 51555 to donate via mobile phone. I ask that you please be generous and consider the global impact your support of the UU-UNO can have. Thank you so much.”

UN Sunday Religious Education

Please work with the Religious Educator in your congregation to craft a lesson that will work well:

MEET WITH THE RE COMMITTEE

- Discuss ways to get the children involved in the service.
- Processional – for example use “Let There Be Peace on Earth” banners, or flags representing different countries in the UN
 - Include an activity during Time for All Ages.
 - Other involvement: reading opening words, passing out pencils, perform short skit, etc.
- Email the parents about what the children are doing and when .
- Invite teachers to incorporate sections from our “[UN Me Religious Education Curriculum](#)” into their classes a Sunday or two prior to—as well as on—UN Sunday.
- Contact the Youth Group advisors to ensure Youth are aware of their opportunity to participate in the planning and execution of this event.

CONSTRUCTING A LESSON INVOLVING GENDER EQUITY

We encourage all congregations to fully engage all members in UN Sunday. Please refer to our Religious Education Packet, “[UN Me](#)” available on our website. Below, we have some suggestions specifically based around our 2019 theme of Gender Equity.

RE teachers should start by educating themselves through our resource section on current work of the UN on gender issues. Use some of the text or resources to draft a brief lesson that will work for your class. After the lesson, engage the children in an activity/ craft. A few activities to connect children with gender issues are suggested below. Possible craft suggestions are in the UU-UNO RE packet, “[UN Me](#)”. Additionally, links to further lesson possibilities from the Tapestry of Faith program are listed below.

Following the craft, we suggest reading a book; please feel free to choose from the list below. (This is often a good time for a snack.) A powerful way to end the class is to prompt the youths to connect what they have learned to the seven UU Principles. Perhaps you can have guest speakers in October from the congregation (consider youth, young adults, adults, and seniors). See Part II: 2019 Global Rights Topic for more ideas about the topic.

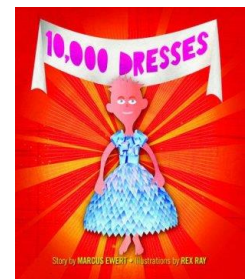
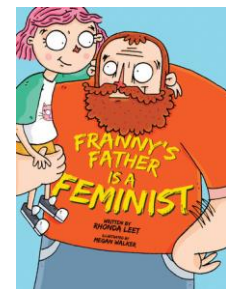
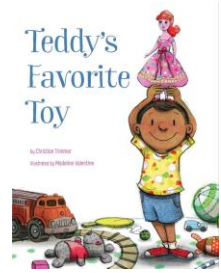
SUGGESTED BOOKS

A few children’s books related to the subject of gender equity:

- *Mae Among the Stars*, by Roda Ahmed, illustrations by Stasia Burrington, Published by HarperCollins, 2018: Based on the true story of Mae Jemison, the first African American woman to travel to space, this book shows how encouragement and determination can help a child to succeed in the most unlikely circumstances.



- *Teddy's Favorite Toy*, by Christian Trimmer, Illustrated by Madeline Valentine, Atheneum Books, 2018: This book tells the story of a young boy named Teddy whose favorite toy is a pink princess doll, Bren-Da Warrior Queen of Pacifica. Teddy and Bren-Da have the most amazing adventures and work together to break down gender stereotypes for both boys and girls in an organic way.
- *Shaking Things Up: 14 Young Women Who Changed the World*, by Susan Hood, illustrated by 13 extraordinary women, published by HarperCollins Publishers, 2018: This book is composed of poems that celebrate wonderful and inspirational women who made their marks on history and the world. One of the poems dives into the life of Ruby Bridges, the first Black child to integrate an all-white school.
- *Franny's Father Is A Feminist*, by Rhonda Leet, Illustrated by Megan Walker, published by POW!, 2018: This book tells the story of the bond between a daughter and her feminist stay-at-home father. Franny's father is not afraid to challenge gender norms in order to raise a daughter who is smart, independent, and strong. Franny's father supports his daughter by empowering her to tackle both "masculine" tasks, such as fixing the tires on her bike, and "feminine" task, such as braiding her own hair.
- *10,000 Dresses*, by Marcus Ewert, Illustrated by Rex Ray, Seven Stories Press, 2008: This book shares the story of a transgender girl named Bailey who is trying to find each of the mystical dresses from her dreams. Despite Bailey's fondness and passion for dresses, her family refuses to help her find the dresses from her dreams, saying that Bailey is a boy and boys do not wear dresses. Fortunately, Bailey meets Laurel, an older girl who is inspired by Bailey's passion for dresses and her courage to live in her truth despite lack of support. Laurel helps Bailey finally make her dreams come true.



For other incredible children's books, check out [Flamingo Rampant](#), a micropress that produces "feminist, racially-diverse, LGBTQ positive children's books in an effort to bring visibility and positivity to the reading landscape of children everywhere." Their books, written and illustrated by people who are queer, trans, and/or people of color, address topics like racial justice, disability pride, LGBTQ+ families, and more through a lens of celebration, adventure, and love!

ACTIVITIES/CURRICULUM

For Grades K-5 RE Classes:

Boys Like, Girls Like, Kids Like: ([created by the Institute for Humane Education](#))

Materials: large sheets of paper (or poster board) & markers; Post-It notes; scissors; glue or tape

Preparation:

1. Create a large Venn diagram on paper or poster board, one circle with “Boys Like” and one circle with “Girls Like”; make sure the overlapping piece of the circle is relatively large.
2. Create another large paper (or poster board) labeled "Kids Like."
3. You may wish to have examples of males/females in diverse roles/activities (see below).

Procedure:

1. Tell students you are all going to make a list of different things boys and girls like to do.
2. Start by asking what boys like to do; write their responses on large Post-its.
3. Then ask students to brainstorm some things that girls like to do; write their responses on large Post-its as well. (If students say at any point “But a boy/girl can like that too.” put it in the middle of the overlapping circles.)
4. Go through each of the sticky notes and ask if boys/girls can also like that too. Be prepared for students to say something is only for boys/girls (especially for things like “wears dresses, etc.”). Remind them that there could be some people out there that might like the thing in question. Using yourself and/or a “friend” as an example seems to work great. You may also wish to gather examples from the media ahead of time to help illustrate this kind of diversity.
5. Cut out the middle part of the Venn Diagram (to which you have hopefully now moved all of the Post-its) and glue/tape it on a new poster that says “KIDS LIKE.”

For Grades 6-8 RE Classes:

Activity 1: Definitions: Begin the RE lesson by defining key vocabulary. For this age-group include key vocab words: gender identity, gender expression, equality vs. equity, feminism, and intersectionality. Have students make suggestions and agree upon a group definition for each. Consider asking them how they think language can be linked to discrimination?

Activity 2: Word Association: (adapted from [Amnesty International's Gender Equity Activity Packet](#))

1. Give the kids a worksheet with the following words listed on it: Oak, Glass, Fire, Rose, Hammer, Wind, Car, Art, Glitter, Kitchen, Diet Soda, Stone

- a. Have them go down the list and write either an F (feminine) or M (masculine) depending on which one they associate with each word. After they finish, discuss their answers.
Consider the following questions:
 - i. Why do we assign gender to inanimate objects? Do we realize that we do this?
 - ii. Why were some words feminine and some words masculine? Did we all agree?
 - iii. Where do these gendered associations come from?
2. List as many words and phrases as you can think of in which the word 'man' is used. Find an equivalent word or phrase which includes all genders, e.g. manning/staffing.
 - a. Consider the following questions:
 - i. How does the presence or absence of 'man' from the word/phrase change its meaning?
 - ii. Why is it useful to use non-gendered language?
 - iii. How can we make sure that non-gendered language is used in our congregation? In our daily lives?

Lesson plans from Tapestry of Faith program related to gender equity:

For grades K-1: "Love Surrounds Us Without Boundaries" from the *Love Surrounds Us* program. This lesson plan does not directly address gender equity, but its themes can be applied to this topic.

<https://www.uua.org/re/tapestry/children/lovesurrounds/session5>

For grades 2-3: "Love is Accepting" from the *Love Will Guide Us* program.

<https://www.uua.org/re/tapestry/children/loveguide/session8>

For grades 4-5: "Looking In/Looking Out" from the *Windows and Mirrors* Program. This lesson plan does not directly address gender equity, but its themes can be applied to this topic.

<https://www.uua.org/re/tapestry/children/windows/session1>

For grades 6-8 (and older): "Exploring Right and Wrong" from the *Amazing Grace* program. This lesson plan explores the importance of understanding ethics and allows children to form their own understanding of what is right and what is wrong, while being guided by our UU principles.

<https://www.uua.org/re/tapestry/children/grace>

Part IV: Beyond UN Sunday

Blue Ribbon Congregation: Requirements

Each year we celebrate Envoys and their congregations with our Blue Ribbon Awards. The following is needed for a congregation to qualify for this honor:

QUALIFICATIONS:

1. Have an Envoy or Envoy Team.
2. Host a United Nations Sunday service.
3. Submit a donation from the congregation (such as collection plate) or have an annual budget line dedicated to the UU-UNO.
4. Have 5% of the congregation's members become individual Supporters of the UU-UNO (or 15 members for large congregations). Supporter levels are as follows:
 - a. Global Equality Supporter* = \$250
 - b. Family/Household Supporter* = \$150
 - c. Individual Supporter = \$60
 - d. Retired/Student Supporter = \$30

*Global Equality and Family/Household Supporter levels can count as two individuals towards your Blue Ribbon status.

The 2019-20 **deadline is March 31, 2020** for Blue Ribbon qualification (including donations!). It is the responsibility of the Envoy, when submitting the donation, to have a record list of names, emails, and amount. If the Envoy is not allowed to see or share the amount, they must still send the list of names and include the total number of donations (the amount is important because our office needs to be able to cross reference data in the database despite anonymous donations). Donation instructions are available at UUA.org/UNSunday. In order to track Supporters, it can be helpful to include UU-UNO donation envelopes as an insert in your UN Sunday order of service. Please contact unenvoycoordinator@uua.org for envelopes!

Dana Greeley Sermon Competition

All UUs are invited to submit a sermon (or address) to the UU-UNO. The purpose of this annual award program is to encourage and to recognize UU principles, thought, and action on a wide range of global issues, as well as the role of the UN and our own UU-UNO. Each year, the Greeley Award's theme pertains to the theme of that year's Intergenerational Spring Seminar, which for 2019 is *Equity in Action*:

Gender in an Intersecting World. (Hint: A sermon given during your UN Sunday Service would be perfect!) While all submissions will be considered, those highlighting the work of the UN and the UU-UNO will be given priority consideration.

The winner will be recognized at the next CUC National Conference or UUA General Assembly and a video of the sermon will be published on our webpage. See the website for more information about the guidelines for submission. www.uua.org/justice-programs/awards/greeley

Deadline for submission is February 1, 2020.

About the UU United Nations Office

The Unitarian Universalist United Nations Office (UU-UNO) is engaged in international advocacy work at the UN based on Unitarian Universalist (UU) values.

From involvement in the drafting of the Universal Declaration of Human Rights, to leading the faith caucus to establish the International Criminal Court, to overcoming UN apathy about sexual orientation & gender identity issues, the UU-UNO has a long history of providing strong leadership in all aspects of human rights at a policy level through UN consultative status.

The UU-UNO is part of the UUA's International Office. The International Office assists congregations in finding ways of answering our sixth principle call to reach out beyond church walls and borders by providing resources and guidance within the wide milieu of international UU programs and causes.

www.uua.org/international

Through close coordination with a UU International Joint Working Group (JWG), involved in international engagement and maintaining and developing linkages with historic and new U/U communities around the world, we share the Global U/U story and help you find your place within it. The JWG is a partnership between the UUA's International Office, the International Council of Unitarians and Universalists (ICUU) and the Unitarian Universalist Partner Church Council (UUPCC).

The Global U/U Story: Unitarians, Universalists, and Unitarian Universalists (U/U) around the world are connected through a story of bold, compassionate faith that we've been creating together for centuries. Struggling for human rights alongside those that demand it, influencing governmental policy in the name of justice, passionately promoting a message of interfaith peace and solidarity, and building faithful worshipping communities; each of us has a part, and a stake, in the story we share.

Another part of the International Office is the UU Holdeen India Program (UUHIP), which has been advancing justice and equity in India since 1984. UUHIP partners with grassroots organizations that support the country's most vulnerable citizens as they seek dignity and empowerment. Translating UU

values into bold action, UUHIP supports long-term organizational partnerships in a spirit of solidarity and global community.

Here are some of the program areas the UU United Nations Office works on year-round:

EVERY CHILD IS OUR CHILD

The Every Child is Our Child (ECOC) Program is an initiative begun in support of achieving the Millennium Development Goals (MDGs) established by world leaders in 2000. ECOC directly contributes to the Millennium Development Goals of achieving universal primary education, promoting gender equality, and combating HIV/AIDS. The UU-UNO provides grant funding to the Manye Krobo Queen Mothers' Association in Ghana in support of ECOC, which works to empower this local women's organization to care for children orphaned and made vulnerable by HIV/AIDS. The program offers essential resources and health care assistance to orphans and vulnerable children, enabling them to attend primary school in the Manye Krobo District in Ghana. Our partnership with the Queen Mothers Association and Queen Mothers of the district is essential to our success. Additionally, ECOC gives priority to girls in order to help promote gender equity. Finally, the program contributes to the fight against AIDS, since children are taught about HIV/AIDS prevention in school, starting in Grade 2.

www.UUA.org/ECOC

LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER (LGBTQ) AND SEXUAL ORIENTATION/GENDER IDENTITY (SOGI) HUMAN RIGHTS

Over the past 50 years, UU congregations have become more aware and supportive of LGBTQ constituents. However, even members of the North American LGBTQ community and their allies are largely unaware of the dangers faced by LGBTQ individuals outside North America. In over 80 countries, people can face criminal prosecution based on presumed sexual orientation or gender identity—sometimes with fatal consequences. Our program is dedicated to advocating at the UN for decriminalizing homosexuality and gender non-conformity around the world. Using its unique position at the UN as a leader within the faith-based community, the UU-UNO works to garner support to end criminal sanctions based on sexual orientation and gender identity. Additionally, the UU-UNO holds UN ECOSOC consultative status, allowing it to build coalitions with other non-governmental organizations to support decriminalization. www.uua.org/lgbtq/witness/international

WOMEN'S RIGHTS INITIATIVE

The UU-United Nations Office supports and advocates for the global implementation of key international agreements such as Security Council Resolution 1325 and the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). Our Women's Rights Initiative promotes awareness and

action through education and advocacy in key areas of women's rights especially in relation to Sexual and Reproductive Health and Rights (SRHR) including:

- Ensuring access to safe, effective family planning methods.
- Promoting a woman's right to decide if, when, and how often to give birth.
- Preventing sexual violence, child marriage, and unsafe pregnancies.

www.uua.org/reproductive/international

CLIMATE JUSTICE INITIATIVE

As stewards of the planet, we must act to avoid the worst impacts of climate change and must heed the call to respect and preserve the interdependent web of existence. Each of us has the potential to be leaders, inspiring action to keep our earth sustainable for all people now and in future generations. The Unitarian Universalist UN Office supports the landmark Paris Agreement and feels an even more ambitious agenda is a moral, ethical, and survival imperative to ensure ecosystem health, livelihood, peace, and justice. Create Climate Justice, a community organizing hub for UU climate activists, is a joint initiative of the UU-UNO, the UU Ministry for Earth, and the UUA Green Sanctuary Program.

www.uua.org/environment/climate/initiative

RACIAL JUSTICE INITIATIVE

In light of the United Nations declaring 2015-2024 the International Decade for People of African Descent, the Unitarian Universalist United Nations Office's (UU-UNO's) racial justice program is committed to expanding the United States' Movement for Black Lives to address anti-black racism on an international level. People of African descent worldwide experience racist oppression at alarming rates. It is crucial that we begin the conversation to build international awareness, specifically surrounding the impact of structural anti-black racism. The UU-UNO is committed to addressing this issue by engaging with the UN community regarding countries and the state of their race relations, developing respectful and fair communities, and partnering with domestic and international organizations to dismantle structural racism in favor of justice and equity. www.uua.org/racial-justice/history/un

FURTHER INTEREST IN THE UU UN OFFICE

Here are some ways to stay involved with our office in NYC:

Include an International Perspective in your Congregation:

Does your congregation currently have a group focused on climate change? How about one working for immigrant justice? Between our advocacy programs and UN Non-Governmental Organizations committees, chances are that whatever your congregation's passion is, the United Nations Office is

engaged with these issues as well. Throughout the research, education, and advocacy that your social action/ justice group engages in, keep track of action being taken at the UN related to those issues.

www.uua.org/un

unitednations@uua.org

Become a UU-UNO Envoy for your Congregation:

Envoys are extremely valuable because they represent the UU-UNO within their local congregation while also keeping the UU-UNO informed about the issues the congregation is engaged with to inform our advocacy on behalf of UUs at the UN. The responsibilities include raising awareness of UN initiatives within the congregation and planning discussions, fundraisers, and other international-focused events to engage the congregation members in UU-UNO programs. Many Envoy Teams plan events such as UN Sunday to promote UN education. Youth Envoys connect their youth groups with the United Nations.

www.uua.org/un/envoys

Participate in the Intergenerational Spring Seminar:

Every April, youth and adults gather in New York City for our exciting and educational Spring Seminar. All participants gain a deeper understanding on a topic of global concern and have a lot of fun. Past seminars have focused on indigenous peoples' rights, criminal justice, economic inequality, disarmament, migration, and gender equity. The 2020 Intergenerational Spring Seminar will address the issue of climate justice. Both youth and adults attending the Spring Seminar take on important leadership roles in its planning and execution. Contact our office and download the leadership application for more information on how to participate in the 2020 Seminar. www.uua.org/unspringseminar

Consider the Internship Program:

The Internship Program provides people with an exciting opportunity to learn about the United Nations and to work in support of UN efforts to eradicate injustice, armed conflict, and intolerance around the world. Interns at the UU-UNO conduct research, write blogs, host panel discussions, and much more. Their contributions are invaluable. Contact unitednations@uua.org.