

Interested in engaging your congregation in antiracism and antioppression work, but not sure where to start?

The Unitarian Universalist Association honors and supports the antioppression work congregations are already doing, and offers more than one path on the journey; to work with them to identify their next steps and help to build on their strengths, and with encouragement to expand their capacity to engage the work of justice - including work on racism - that is rooted in Unitarian Universalist identity, theology and values.

JUUST Change Consultants assist with the process of congregation based antiracist, antioppressive, multicultural transformation and social action by meeting congregations where they are. By this ministry, JUUST Change consultants work with professional and lay leadership to facilitate discussion, help identify internal leaders, problem-solve, build teams, strengthen capacity, develop vision and mission, and apply anti-oppression knowledge and principals to transform congregations and the communities of which they are a part. Highly trained JUUST Change consultants are currently working with numerous congregations, two organizations and three districts throughout the United States.

The Creating a Jubilee World workshop is an excellent way to begin exploring issues of racism. The weekend-long workshop is designed to help Unitarian Universalist congregations dismantle racism by allowing participants to examine both personal and institutional racism, and by empowering them to develop a realistic plan to move the congregation forward in working for racial justice.

The Jubilee Two training can be a follow-up to Creating a Jubilee World and is designed to equip participants with an historical and institutional analysis of racism in the United States. Exercises in the workshop explore the historical development and power dynamics of racism, the social construction of racial identity, and an analysis of three manifestations of racism: individual, institutional and cultural.

Many congregations have already embarked on their own Journey Toward Wholeness Antiracism Program. The UUA continues to support the JTW process and existing Transformation Teams with leadership development, strategic planning and educational resources that are focused on internal organizing for transformative change.

Congregations can also hold a Journey Toward Wholeness Sunday Program. This is an annual worship, education and stewardship event. The JTW Sunday Program is usually celebrated in the winter/spring and involves four aspects: holding an antiracism/anti-oppression worship service, talking about those topics in religious education classes on that Sunday, taking an offering to support antiracism/anti-oppression work, and an invitation to the congregation to engage in further antiracism and antioppression work.

Here are some of the antioppression social justice projects that UU congregations have initiated:

- ? The UU Church of Greater Lynn, Massachusetts is working in an Interfaith Community Organization that is working together on vital community issues, including public safety, employment, economic development, and programs for children and youth.
- ? First Unitarian Church, San Jose, California, is involved in "Unitarios Universalistas de Habla Hispánica", a multi-faceted effort to make Unitarian Universalism accessible to the Latino/Latina community.
- ? the First Unitarian Church of Oakland, California has a "Justice Associates" program that includes a school adoption program, an AIDS ministry, Habitat for Humanity team, and a service for housing homeless families.
- ? In Savannah, Georgia, Unitarian Universalists are working with the Interracial Interfaith Community Conference in a program called "Can We Talk" to address race issues in their community and to develop significant citizen participation at the local government level.
- ? The UU Church at San Mateo, California has an after-school homework program that offers families, including families of color, both dependable after school care and assistance with homework.

The Office of Bisexual, Gay, Lesbian, and Transgender Concerns also has antioppression resources, including the Welcoming Congregation workshop to confront homophobia and heterosexism. The second step in that program is the new curriculum Living the Welcoming Congregation, which helps congregations go into greater depth in reducing oppression toward bisexual, gay, lesbian, and transgender people.

Another BGLT resource is the Beyond Categorical Thinking workshop which helps prevent unfair discrimination in the ministerial search process. Find out more about these workshops at www.uua.org/obgltc.

www.uua.org/programs/justice/antiracism/consultancy.html. or contact the Rev. Tracey Robinson Harris, director for Congregational Services, trobinsenharris@uua.org; 617 948-6462 and Susan Leslie, sleslie@uua.org; 617-948-4607, in the UUA's Office of Congregational Advocacy and Witness.