



It Starts with Me

Learning Tools for Building a Multicultural Community

Workshop Presented at the Metro
NY District Assembly, May 2011

Patricia Hall Infante, CERG Faith
Development Consultant



Injustice anywhere is a threat
to justice everywhere.

Martin Luther King Jr.
Letter from Birmingham Jail
April 16, 1963

We begin by changing
ourselves...

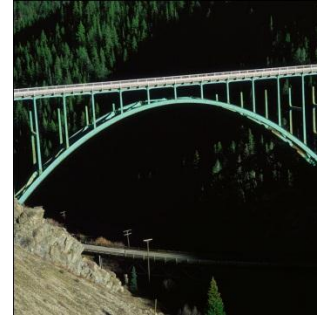


Not everything that is faced
can be changed. But
nothing can be changed
until it is faced.

James Baldwin

Overview

- Defining Multiculturalism
- Challenges
- Opportunities
- Curriculum for All Ages
- Home Based Learning Tools
- Community Wide Multicultural Events
- Resources



Multiculturalism means...

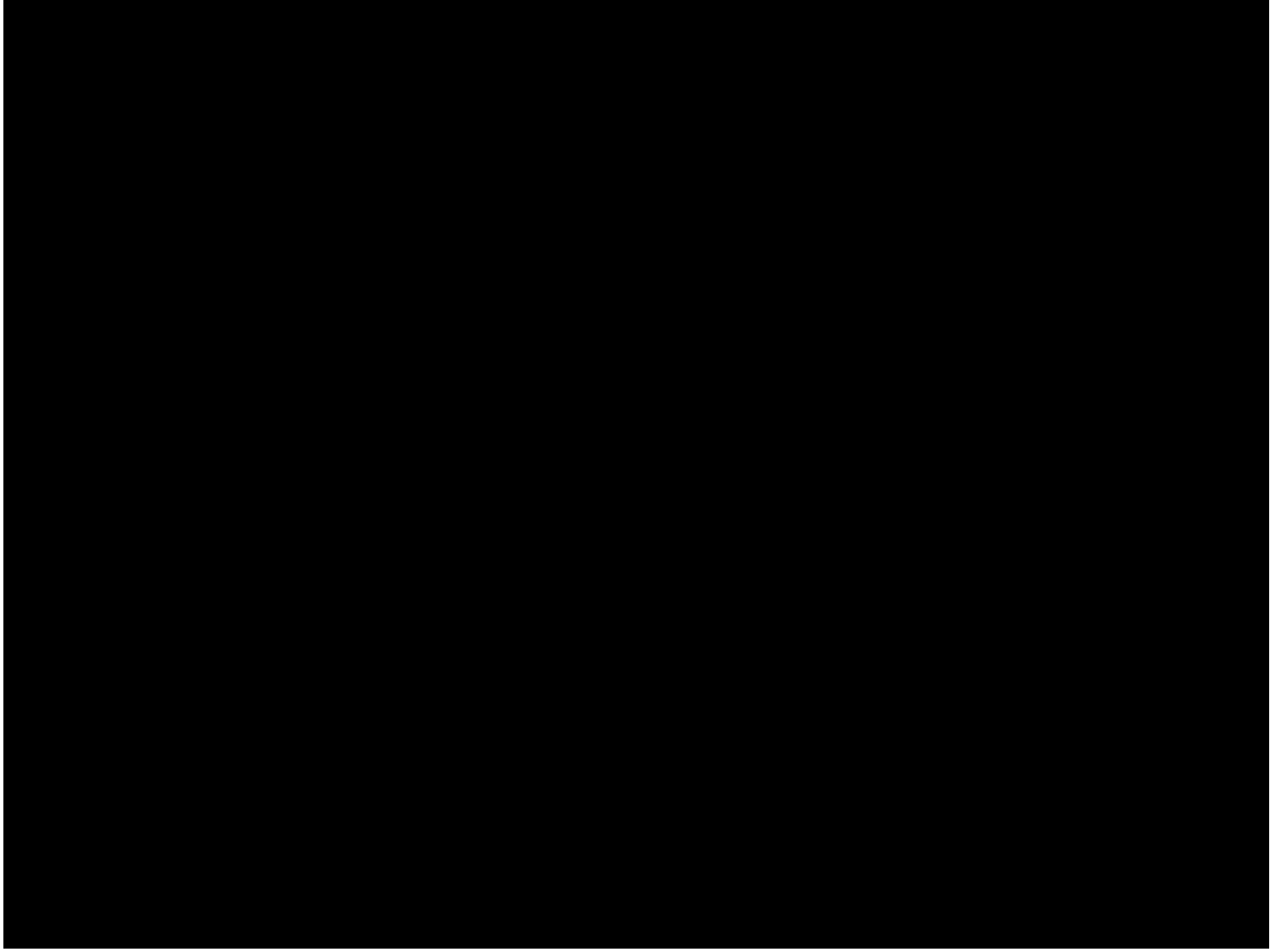
nurturing a religious community where **people of all races, ethnicities, and cultures see their cultural identities reflected and affirmed** in every aspect of congregational life—worship, fellowship, leadership, governance, religious education, social justice, etc.



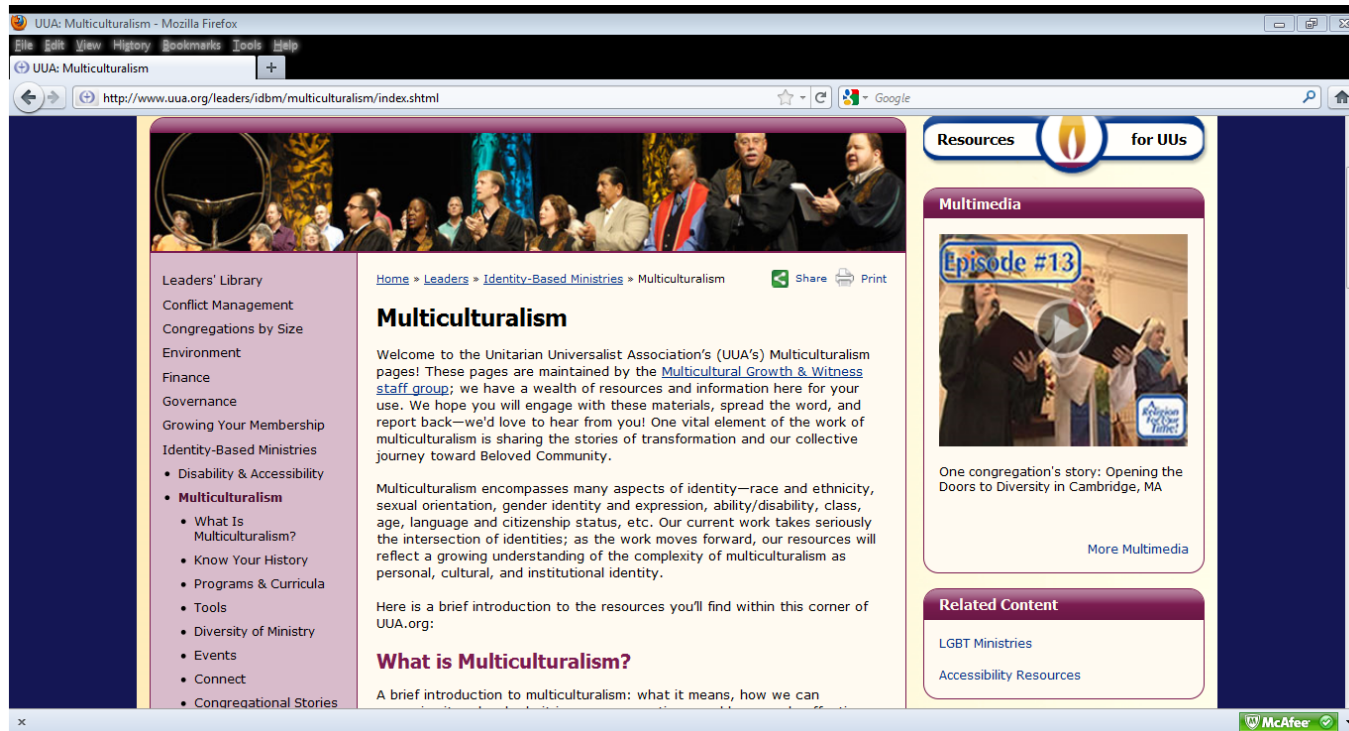
A fully inclusive community where all people are welcomed as blessings and the human family lives whole and reconciled.



From the vision statement of the
UUA Leadership Council



Multiculturalism on uua.org



The screenshot shows a Mozilla Firefox browser window displaying the UUA Multiculturalism page. The address bar shows the URL: <http://www.uua.org/leaders/dbm/multiculturalism/index.shtml>. The page features a navigation menu on the left, a main content area with a heading "Multiculturalism" and introductory text, and a right sidebar with sections for "Resources for UUs", "Multimedia", and "Related Content".

Leaders' Library

- Conflict Management
- Congregations by Size
- Environment
- Finance
- Governance
- Growing Your Membership
- Identity-Based Ministries
 - Disability & Accessibility
 - Multiculturalism**
 - What Is Multiculturalism?
 - Know Your History
 - Programs & Curricula
 - Tools
 - Diversity of Ministry
 - Events
 - Connect
 - Congregational Stories

Multiculturalism

Welcome to the Unitarian Universalist Association's (UUA's) Multiculturalism pages! These pages are maintained by the [Multicultural Growth & Witness staff group](#); we have a wealth of resources and information here for your use. We hope you will engage with these materials, spread the word, and report back—we'd love to hear from you! One vital element of the work of multiculturalism is sharing the stories of transformation and our collective journey toward Beloved Community.

Multiculturalism encompasses many aspects of identity—race and ethnicity, sexual orientation, gender identity and expression, ability/disability, class, age, language and citizenship status, etc. Our current work takes seriously the intersection of identities; as the work moves forward, our resources will reflect a growing understanding of the complexity of multiculturalism as personal, cultural, and institutional identity.

Here is a brief introduction to the resources you'll find within this corner of UUA.org:

What is Multiculturalism?

A brief introduction to multiculturalism: what it means, how we can

Resources for UUs

Multimedia

Episode #13

One congregation's story: Opening the Doors to Diversity in Cambridge, MA

[More Multimedia](#)

Related Content

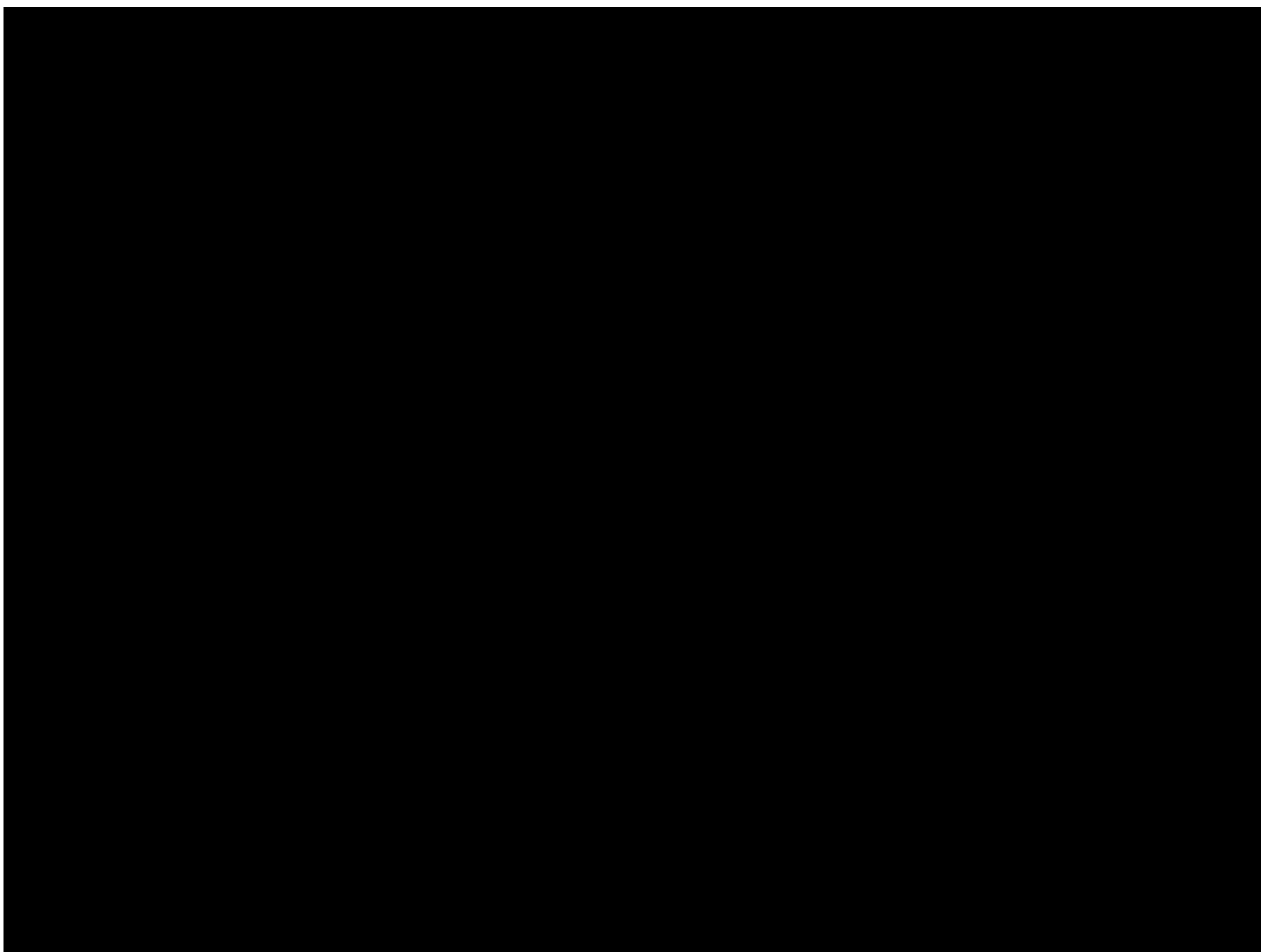
- LGBT Ministries
- Accessibility Resources

Challenges

- ◉ Living with our history
- ◉ Racial, gender and sexual orientation based oppression
- ◉ Marginalization
- ◉ Appropriation
- ◉ Privilege and power afforded the dominant culture
- ◉ Socio-economic justice

Opportunities

- Deepening our faith by transforming our own perspective.
- Engage in authentic dialogue.
- Become a voice for change in community.
- Become an ally.



Learn the Language of an Ally

- Respect
 - Support
- Find out about us
 - Listen
- Understanding
 - Honesty
- Don't be scared of my anger
 - Don't ask me to speak for my people
- Don't take it personally
 - Make mistakes

Curriculum for All Ages



Adult Curricula



- Building the World We Dream About by Rev. Mark Hicks
- Resistance and Transformation: A Unitarian Universalist Social Justice History by Rev. Colin Bossen & Rev. Julia Hamilton
- Our Whole Lives: Comprehensive Sexuality Training

Sample Activity: Why is This Important?

- Invite participants to generate a list of why they think it is important to talk about antiracism/multiculturalism in their congregation. Write each response on newsprint.

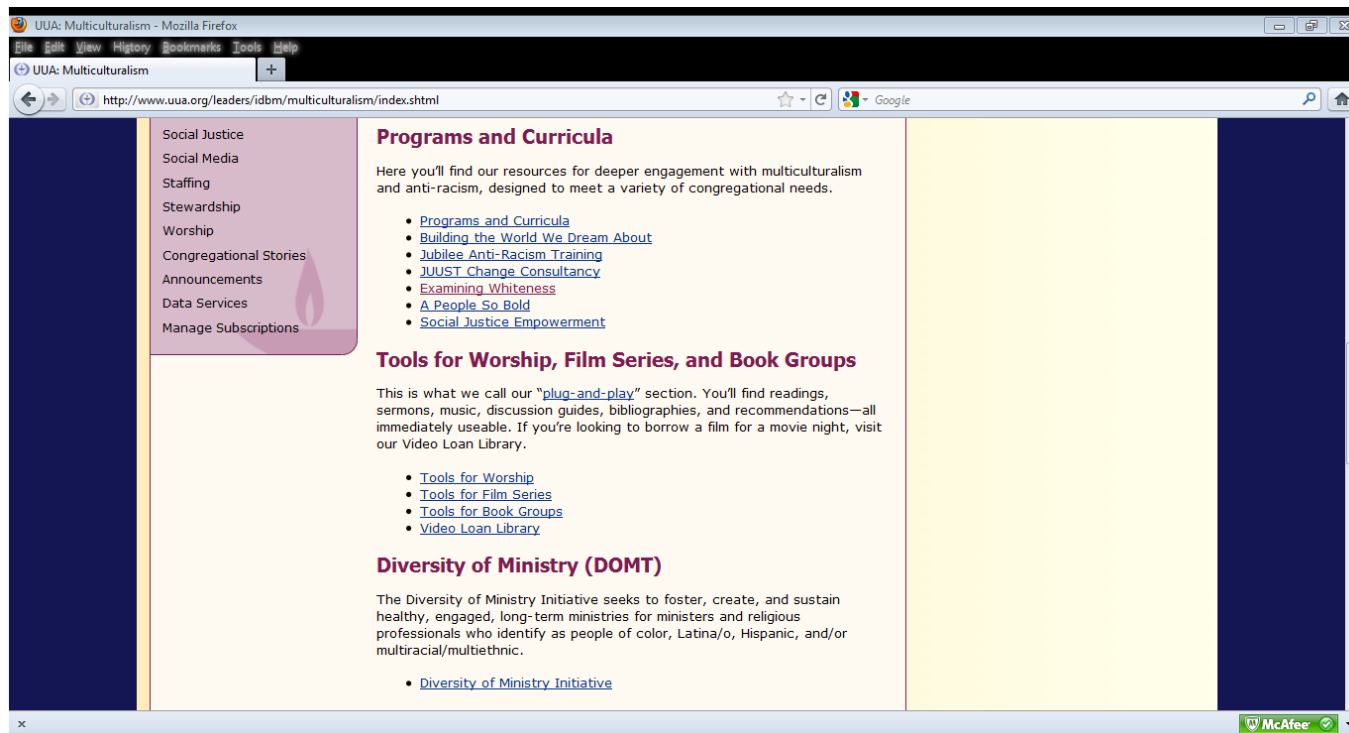


Sample Take it Home



- Consider a time in your life when your presence, your skills, and your ideas really mattered.
- Consider a time in your life when you felt marginalized, on the margins, and believed that your presence, your ideas, your skills, and your opinions were not all that important.
- As you contrast the two situations, what strikes you?

Adult Curricula on uua.org



The screenshot shows a Mozilla Firefox browser window displaying the UUA Multiculturalism page. The address bar shows the URL: <http://www.uua.org/leaders/dbm/multiculturalism/index.shtml>. The page features a dark blue sidebar on the left with a list of navigation links: Social Justice, Social Media, Staffing, Stewardship, Worship, Congregational Stories, Announcements, Data Services, and Manage Subscriptions. The main content area is divided into three sections: "Programs and Curricula", "Tools for Worship, Film Series, and Book Groups", and "Diversity of Ministry (DOMT)". Each section includes a brief description and a list of links to related resources.

UUA: Multiculturalism - Mozilla Firefox

File Edit View History Bookmarks Tools Help

UUA: Multiculturalism

<http://www.uua.org/leaders/dbm/multiculturalism/index.shtml> Google

Social Justice
Social Media
Staffing
Stewardship
Worship
Congregational Stories
Announcements
Data Services
Manage Subscriptions

Programs and Curricula

Here you'll find our resources for deeper engagement with multiculturalism and anti-racism, designed to meet a variety of congregational needs.

- [Programs and Curricula](#)
- [Building the World We Dream About](#)
- [Jubilee Anti-Racism Training](#)
- [UUUST Change Consultancy](#)
- [Examining Whiteness](#)
- [A People So Bold](#)
- [Social Justice Empowerment](#)

Tools for Worship, Film Series, and Book Groups

This is what we call our "plug-and-play" section. You'll find readings, sermons, music, discussion guides, bibliographies, and recommendations—all immediately useable. If you're looking to borrow a film for a movie night, visit our Video Loan Library.

- [Tools for Worship](#)
- [Tools for Film Series](#)
- [Tools for Book Groups](#)
- [Video Loan Library](#)

Diversity of Ministry (DOMT)

The Diversity of Ministry Initiative seeks to foster, create, and sustain healthy, engaged, long-term ministries for ministers and religious professionals who identify as people of color, Latina/o, Hispanic, and/or multiracial/multiethnic.

- [Diversity of Ministry Initiative](#)

McAfee

- What Is Multiculturalism?
- Know Your History
- Programs & Curricula
 - Jubilee
 - JUUST Change
 - Youth & Young Adults: Mosaic Project
 - Building the World We Dream About
- Tools
- Diversity of Ministry
- Events
- Connect
- Congregational Stories
- LGBT
- IDBM Recommends

Programs and Curricula from Multicultural Growth & Witness

Here you'll find an overview of some of the programs and curricula that Multicultural Growth & Witness offers. Please click through to learn more about each resource.

- [Building the World We Dream About](#) is a self-administered Tapestry of Faith program for adults that offers a strong introduction to anti-oppression. Through 24 two-hour workshops, it seeks to interrupt the workings of racism and transform how people from different racial/ethnic groups understand and relate to one another.
- The [Jubilee Anti-Racism Training](#) is an intensive two-and-a-half-day program that is based on a power analysis of racism. From Friday evening through Sunday afternoon, participants work with experienced trainers to examine and analyze the historical development, social construction, power dynamics, and manifestations of racism in the United States.
- [Examining Whiteness](#) is a self-administered 6-8 module curriculum targeted to white individuals and groups who want to further their white anti-racist identities. The curriculum covers such topics as the history of white supremacy in the United States, the shaping of white identity by racism, white power and privilege, and developing a positive white identity.
- Drawing on insights and experiences with linked oppressions, the [JUUST Change Consultancy](#) is tailored to fit in order to meet congregations, districts, regions, and other organizations where they are. Participants work with one or two experienced consultants to analyze the justice work already in process, identify next steps, and help build on existing strengths to create a plan for transformation grounded in anti-oppression and Unitarian Universalist identity, theology, and values.
- The [Social Justice Empowerment Workshop](#) helps participants assess the quality and effectiveness of their collective social justice work and how they can best put their faith into practice. Available for congregations, clusters, or districts and led by an experienced

Donate Now

Connect     
More Ways to Connect

Youth Curricula

- Heeding the Call: Qualities of a Justice Maker
- A Chorus of Faiths
- Families

Children's Curricula

- All Tapestry of Faith Curricula have been developed with an ARAOMC lens.
- All Tapestry of Faith Curricula are searchable.
- All Tapestry of Faith Curricula have Take It Home activities.

Searching Tapestry of Faith

UUA: Tapestry of Faith - Mozilla Firefox

File Edit View History Bookmarks Tools Help

UUA: Tapestry of Faith

http://www.uua.org/religiouseducation/curricula/tapestryfaith/search/index.php

community multicultural events uu

UUA Tapestry of Faith Lifespan Curriculum

Home » [Religious Education](#) » [Curricula](#) » [Tapestry of Faith](#) » Search

Share Print

Tapestry of Faith

Search Tapestry of Faith for words or phrases.

Keyword Search:	<input type="text" value="diversity"/>
Age Group:	<input type="text" value="Children"/>
Resource Type:	<input type="text" value="Activity"/>
<input type="button" value="Submit"/>	

The work of the UUA is made possible by the generosity of individual donors and gifts to the Annual Program Fund. Please consider [making a donation](#) today to continue this important work.

Last updated on Monday, May 24, 2010.

Resources for UUs

Donate Now

Connect More Ways to Connect

- Tapestry of Faith
 - Alphabetical List
 - Children's Programs
 - Youth Programs
 - Adult Programs
 - Multigenerational Curricula
 - Tapestry of Faith Resources
 - Search**
 - List of Stories from All Programs
 - About Tapestry of Faith
- Our Whole Lives
- ICUU Curriculum
- Examining Whiteness

Sample Search Results






UUA: Tapestry of Faith Search Results - Mozilla Firefox

UUA: Tapestry of Faith Search Results

http://www.uua.org/religiouseducation/curricula/tapestryfaith/search/results.php?ftst=regular&search_text=diversity&age_gro... community multicultural events uu

UUA Tapestry of Faith Lifespan Curriculum

Donate Now

Connect     
More Ways to Connect

Tapestry of Faith

- Alphabetical List
- Children's Programs
- Youth Programs
- Adult Programs
- Multigenerational Curricula
- Tapestry of Faith Resources
- Search
- List of Stories from All Programs
- About Tapestry of Faith

Our Whole Lives
ICUU Curriculum
Examining Whiteness
Book Discussions on Diversity
Small Group Ministry and

Home » Religious Education » Curricula » Tapestry of Faith » Search » Search Results

Share Print

Tapestry of Faith Search Results

[Search Tapestry of Faith](#)

Faith In Action: Congregational Faith Family Tree
... Congregational Faith Family Tree. How can participants represent what they have learned about religious **diversity** among congregational members? Make Handout 1, Faith Symbols, available. Other items for ... (in [Windows and Mirrors](#), Children program)

Activity 2: Where Do My Beliefs Come From?
... denomination—e.g., Christian, Buddhist—based on this brief information from them. Point out the **diversity** of the beliefs children have shared. Ask, "If we opened this discussion to the whole ... (in [Windows and Mirrors](#), Children program)

Activity 3: Media Audit
... status. The Mirror question for this session is "What do I understand about my place in racial/ethnic **diversity** in my world?" The Window

McAfee

Home Based Learning Tools

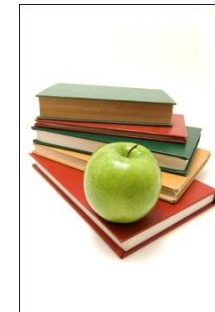
- Movies

- Crash (R-rated)
- Remember the Titans (PG-13)
- A Day Without a Mexican (R)



- Books

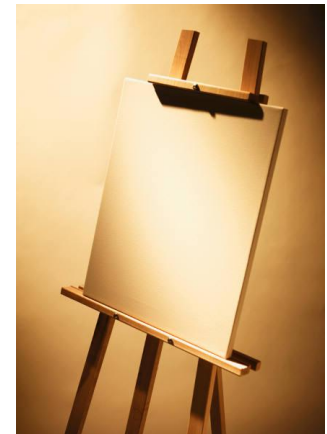
- Privilege, Power and Difference
- Soul Work
- The Death of Josseline



- Take It Home from Tapestry of Faith

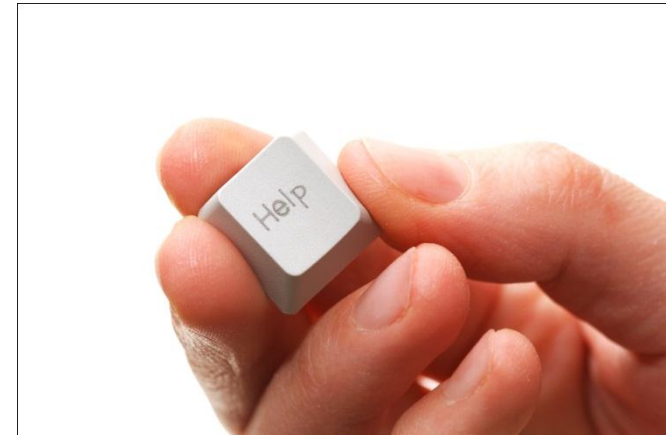
Community Wide Multicultural Transformational Events

- Jubilee Training
- Beyond Categorical Thinking Workshop
- Welcoming Congregation
- Movie Night
- Common Read
- A People So Bold
- Beyond Whiteness Workshop



Resources

- uua.org
 - Identity based ministries
- Teachingtolerance.org
 - Free teaching tools and curriculum
- Interfaith youth core – ifyc.org
 - Activism and leadership training



Closing Words



We receive fragments of holiness, glimpses of eternity, brief moments of insight. Let us gather them up for the precious gifts that they are and, renewed by their graced, move boldly into the unknown.

Sara Moores Campbell