

CATALYST

HIGHLIGHTS FROM MULTICULTURAL GROWTH REGARDING RACIAL AND ETHNIC CONCERNS

Engaged in recognizing and “re-storying” ourselves for a multicultural Unitarian Universalist future

Updates from Our Office:



photo courtesy Delfin Bautista

We are delighted to announce the most recent addition to our staff team: **Delfin Bautista**, our new Lesbian, Gay, Bisexual, and Transgender (LGBT) Ministries Program Coordinator! Delfin is a 2010 graduate of Yale Divinity School (M.Div.), who also holds a Master of Social Work from the University of Pennsylvania.

Actively engaged with direct actions such as the Soulforce Equality Ride, Delfin has worked closely with the Religious Institute in their efforts to bridge sexuality, faith, and justice. Delfin hails from Miami, FL, and is particularly interested in the intersections of ethics, pastoral care, and theology from Latin American, Queer, Feminist, and Racial and Ethnic perspectives. Welcome, Delfin!

Our staff group continues to grow into our vision of partnering with congregations to facilitate multicultural ministry and living our religious values in the larger world. **Alex Kapitan**, who joined us in October as Congregational Justice Administrator, manages our congregational justice-making resources—some of which are being re-visioned and re-imagined to serve our congregations more effectively. For more information on these offerings, please contact Alex at akapitan@uua.org.

Here’s a brief guide to our congregational justice-making resources:

Building the World We Dream About: Authored by Mark Hicks, Ed.D., this self-administered program offers a strong introduction to anti-oppression by seeking to interrupt the workings of racism and transform how people from different racial/ethnic groups understand and relate to one another. It consists of 24 two-hour workshops, with activities, reflections, and readings to be done between sessions. An introductory/training workshop is available.

Jubilee Anti-Racism Training: Previously called Jubilee II, this workshop provides a two-and-a-half-day power analysis of racism. From Friday evening through Sunday afternoon two experienced trainers help participants examine and analyze the historical development, social construction, power dynamics, and manifestations of racism. This resource is designed specifically for congregations, districts, regions, and other organizations that are looking for an intensive and advanced anti-racism training.

JUUST Change: This 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 congregational change and transformation grounded in anti-oppression.



photo by Eddee Daniel

Welcoming Congregation: This self-administered curriculum consists of a series of workshops developed by the UUA to assist congregations in becoming more inclusive of sexual and gender minorities. We also offer Living the Welcoming Congregation, an online curriculum for Welcoming Congregations that want to deepen their work.

Social Justice Empowerment: Led by an experienced facilitator, this workshop helps participants assess the quality and effectiveness of their organization's social justice work and how they can best put their faith into practice. Either one or two days long, the workshop shares best practices around engaging the whole organization, identifying social justice initiatives that are a good fit, and developing an action plan for next steps. Workshops for clusters are now available.

Updates from the Diversity of Ministry Initiative:

The **Diversity of Ministry Team (DOMT)** recently met to engage in a visioning practice regarding its history and trajectory. The group was honored to be joined and led in this process by **Rev. John Janka**, a United Methodist minister and consultant with **The Middle Project** who is also affiliated with **Middle Collegiate Church**. Those present shared a rich conversation in an appreciative inquiry style, focusing on describing their "preferred version of reality," what key factors contribute to achieving that reality, and what forces might inhibit or restrict that reality. They also named and framed the Diversity of Ministry Initiative and its history as a way of understanding its future path.

Exciting Resources:

The UUA's pilot **Common Read** program, structured around *The Death of Josseline: Immigration Stories from the Arizona-Mexico Borderlands* by Margaret Regan (Beacon Press, 2010), is going strong! Join the dialogue on Facebook in the "Common Read – The Death of Josseline" group, or visit <http://www.uua.org/publications/commonread/index.shtml> to download the discussion guide.

Updates from Constituent Organizations:

DRUUMM

At the beginning of 2011, **Diverse and Revolutionary Unitarian Universalist Multicultural Ministries** will host two intergenerational gatherings with opportunities for transformative community building, powerful worship, sharing soul-filled food and good conversation. Each will look at the different spiritual paths that "people of color/Latina/o/Hispanic folks travel in a predominantly white religious movement." For information and online registration see "Events" at <http://druumm.onefireplace.org>

West Coast: January 14-16, 2011—MLK Weekend—Oakland/Berkeley, CA

East Coast (In partnership with the **Thomas Jefferson District**): February 25-27, 2011—The Historical Site, Penn Center, Savannah, GA

Dream with us. Strategize with us. Build community with us. Support us...Join us in this holy work.

Living our faith,



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