

Hospitality and Inclusion, Session 1, August 4, 2021

Introduction (5 mins)

Opening Words TBD

Is someone willing to take notes?

Check In (10 mins) How are you thinking about Widening the Circle since we last met?

Discussion (70 mins):

Hospitality - Microaggressions

Did your understanding of microaggressions change during or after reading this chapter? Did reading this affect how you think about greeting and interacting with people who are new to USG and/or people you are not familiar with? What do you understand about microaggressions? How do you think we can constructively engage those committing them? Support those affected by them? Prevent them from happening?

Avatar

What came up for you as you read the avatar? Did you recognize any of the issues/experiences it raised?

WtC Recommendation

New structures to provide *leadership education* to UU leaders are needed and should include multicultural hospitality practices as foundational.

- **Action:** Include scholarship funds in congregational budgets to allow leaders of color, Indigenous leaders, and other leaders under-represented in the congregation to attend affinity groups and national meetings where they will be able to connect with others who share their identity and Unitarian Universalist faith.
- **Action:** Curate and amplify best practices for training ushers and greeters, board members, worship assistants, and other lay leaders in intercultural competency.
- **Action:** Contract with the identity-based groups such as DRUUMM, TRUUsT, and EqUUal Access to develop a new certification program for congregations ready and willing to take on the work of being diverse, inclusive, and equitable.

USG Proposed Goal C1 Do basic hospitality role-playing and education each year for membership related functions, worship planning and the congregation.

Inclusion

WtC Recommendation

Convening for volunteer leaders at the regional and cluster level should be emphasized to allow support for marginalized groups, including people of color.

- **Action:** Develop a curriculum for multimedia presentation that provides resources to document contributions of people of color and Indigenous people to Unitarian Universalism and also traces the history of the involvement of these marginalized

people who have contributed to Unitarian Universalism since its earliest decades on this continent.

- **Action:** Provide support for DRUUMM to continue the work they have begun to connect people of color caucuses and encourage caucusing at the congregational level.

What are things USG can do to support this recommendation? For example, make sure we promote the various groups that the UUA and Central East Region are offering.

An invitation to **Conversations for Liberation** in your communities, we invite you to honor these three core commitments, grounded in Unitarian Universalist values:

- We recommit ourselves to the aspiration of a fully inclusive and anti-oppressive community.
- We recenter the truth telling that comes from voices at the margins of our faith community.
- We reaffirm that we must lead from the covenant of care that binds us.

USG Proposed H(ospitality) Goal: Ask the people revisiting the covenant to consider this and also consider using it as a frame for the fall leadership retreat and any organizational planning.

USG Proposed Goal C3 Develop identity based caucuses for ongoing conversation and community.

WtC Recommendation

Providing resources to promote *young adult and youth convenings* that include support and caucusing for those with marginalized leadership is essential.

- **Action:** Provide funding for an annual convening of youth and young adults of color across Unitarian Universalism that builds on and expands the reach of the Thrive program, including virtual gatherings to provide ongoing support.
- **Action:** Invest in concurrent convenings of white youth and young adults interested in sharpening their skills at supporting and co-journeying with youth and young adults who are of color or Indigenous.
- **Action:** Include funding for youth and young adults, Black people, Indigenous people, people of color, disabled people, transgender people, and others of limited financial means to attend Associational events in congregational budgets as this will allow them more contact with people who share their identity.

What can USG do to support this recommendation?

C2/G3.4 Have an active denominational affairs committee/point person that talks year round about denomination offerings and our connection to the denomination.

Denominational affairs point people possible roles: Have people agree to do for a quarter or alternate months of the year. Get on UUA/Regional email lists. Read the emails, digest and share with communications people to create a handout and webpage with all the info easily accessible. Attend events as many of the denominational meetings as they can manage and then report back to the congregation. Or a point person brings back the opportunities and then

people would be asked to attend each of the meetings it would be good to have someone at and share the experience and figure out what the sharing looks like.

How do people feel about the goals from the discussion in the last session:

C4 Ask committees to create justice/equity/diversity/inclusion (JEDI) objectives to reflect on as they develop goals for the year and share their achievements in their annual report responses. (We can share questions from the multicultural audit to help them create their goals.)

C5 Reinforce the desire to widen the circle by engaging and welcoming "new people", not just your existing network of friends, as the congregation starts in-person and virtual services in August.

What are ways we can do this?

Accountability Process Conversation/Goals List by Chapter

For future sessions:

Check Out (10 mins) What we do you want to make sure we cover at the next meeting? Are we ready for the next chapter?

Closing Words TBD