

MULTICULTURAL TRANSFORMATION TEAM MEETING - November 7, 2021

Kimberly, Vivien, Kellie, Steve, Melissa, Andrea, Gary, Lee Ann, Ben. Absent: Judy, Tara

Action Items:

Kimberly-followup with candidate on lesson plan for Nov 14. Prepare to summarize Chapter 8.

Discussion:

1. Reviewed minutes. Ben motioned to approve. Gary seconded. All approved.
2. Discussed three candidates and pros and cons and requirements. Developing a checklist and making
3. Candidate we interviewed too impatient with dismantling racism and may a
4. Discussed the Widening the Circle conference. It was more spiritual. Perhaps we can emulate some of that connectedness during our own meetings?
5. Would like to start the next round of classes on Widening the Circle, Mistakes and Miracles, and Unpacking Racism.
6. Joint book group with Sara Deen and group of muslims is a possibility.
7. Reviewed ch 7

Distinguishes shame and guilt. Can make amends if you have guilt. If we focus on shame then who are we focusing on? Are we focusing on our own suffering and not POC? Be aware. Emotions are natural but it's more complex. Shame is a barrier to moving forward to antiracism and an enabler to holding onto racist ideas and behaviors. Sees shame as indulgent because focuses on us rather than what bipoc people are going through. We ask for sympathy for our own shame. Move through the feeling towards action rather than stopping at shame. Be aware.

8. How can we introduce more experiential and spiritual and mindfulness practices as we study, discuss or engage in activities.

Nice Racism Book Review:

Chapter 8 delayed until next week *"What About My Trauma?"*

MULTICULTURAL TRANSFORMATION TEAM MEETING - OCTOBER 31, 2021

Kimberly, Vivien, Kellie, Steve, Melissa, Andrea, Gary, Lee Ann, Tara, Ben. Absent: Judy,

Action Items:

Kimberly will get references for both candidates who have gone through final interview process
Tara will make the phone calls once the references are received.

Melissa will summarize Chapter 7 on Nov 7

Kimberly will summarize Chapter 8 on Nov 7

Discussion:

1. Kimberly shared minutes. Lee Ann made a motion to approve. Gary Seconded. All approved.
2. Candidate discussion. Pros and cons and getting references.
3. Statement for the website. Gary made a motion to accept MTT summary without the 'knowingly and unknowingly' for the website. Ben seconded. Approved.
4. Chapter 6. Spiritual not Religious. Lee Ann summarized. Cultural appropriation and colorblindness is often the result of celebrating other cultures. New agers tend to distort reality by cherry picking the positive part of a religion (Ex Buddhism is idealized without talking about the negative aspects). Spiritual progressives co-opt other's religions. This creates separation rather than connectedness - which is what we may be seeking.

5. Questions that came up for us: We want to tap into the wisdom of other religions and practices but what is appropriating? What if you do it without meaning harm? How can you know? When you are open to other cultures and religions, we need to understand and respect the nuances and complexity of celebrating another's holiday or traditions that are not our own. Should we be doing this at all. How can we connect to others if we don't share or learn about their customs and traditions? There is not one person to ask when we are concerned about appropriating, for example, celebrating day of the dead. What about the way we end all the sermons using greetings from other cultures? Should we?

Nice Racism Book Review:

Chapter 7 and 8 next week.