

MULTICULTURAL TRANSFORMATION TEAM MEETING - November 21, 2021

Kimberly, Vivien, Kellie, Steve, Andrea, Gary, Lee Ann, Ben, Tara Absent: Melissa (Judy Shaeffer officially left last week. Moving back east)

Action Items:

1. All: Plan a date for MTT Retreat with Jewell.
2. Gary will summarize: **Chapter 9: We Actually Aren't That Nice AND Chapter 10: How White People Who Experience Other Oppressions Can Still Be Racist, or "But I'm a Minority Myself!"** on Dec 5
3. Tara will summarize final chapters: 11 AND 12 on Dec 12

Discussion:

1. Vivien read opening words by Abraham Lincoln.
2. Minutes approval: Andrea made motion to accept. Gary Seconded. Approved.
3. MOED. New hire submitted paperwork for Livescan. Will officially start November 29, if Live Scan is complete.
4. How do we pronounce Jewell Faamaligi (last name)? Discussed the importance of learning the correct pronunciation!
5. MOED budget: MOED expenditures will be tracked by the Board treasurer as all PUC expenditures are (blue forms are submitted to Gaby) RE currently pays for Child Care Workers and \$3120 will be budgeted yearly for this. It was suggested that we review what RE spends given that we received a grant and want to be accountable.
6. Discussed the importance of waiting and letting Jewell come on board before we solidify more plans for Religious Education regarding speakers and events.
7. Kimberly reviewed chapter 8. Discussed the importance of not centering your own trauma as a white person when participating in anti-racism groups. If a white person is focusing on their own triggers, they decenter the person of color. Trauma is real for all of us but it's a very strong word and if it's talked about during anti-racism discussions to the point that the white person's trauma competes with the POC the group cannot move forward. Being uncomfortable is not trauma and it's often used by good-intentioned white people as a reason for inaction or a diversion from racism discussion. Be mindful that the POC can never escape from the trauma of being othered and oppressed on many individual and systemic levels. A white person can and should take care of themselves and address their own trauma in order to function in the world and become effective at doing all work, including anti-racism work.
8. Multicultural Music night: Due to the disconnect between staff and MTT, and difficulty securing enough acts by 12/18, it was decided to postpone the Multicultural music concert. We would like to see the MTT and a task force of staff and congregant engage in advance planning.

Nice Racism Book Review:

Chapter 9 and 10 next meeting.

