



PACIFIC UNITARIAN UNIVERSALIST CHURCH

MULTICULTURAL TRANSFORMATION TEAM MEETING - JANUARY 16, 2022

1-2:30 pm

Next meeting: Saturday Jan 22 - 9-5 - Mary and Joseph Retreat Center

Attendees:

Present: Kimberly Pratto Storr, , Andrea Matson-deKay, Jewell Faamaligi, Melissa Tyrrell, Lee Ann Hart, Gary Hart, Steve Wilson, Tara Unverzagt.

Absent: Vivien Hao, Ben Cowan

Action

Steve- visit retreat center

Lee Ann- revise and send agenda for retreat

Andrea- revise review schedule for Nice Racism

All- prepare for retreat

Discussion

1. Reviewed minutes: Gary approved. Kimberly seconded. Motion passed.
2. MLK service debriefing: What made this successful? Drawbacks? Takeaways: Many attendees stayed to talk and shared their positive feedback. The decision to announce the availability of Jesse (Conscious Classrooms/racial justice facilitator), the MTT and Steve to talk to after service encouraged people to communicate and process thoughts and feelings openly. Part of taking care of MTT is also taking care of the congregation. We must be thoughtful because this work is difficult.
3. MOED report from Jewell:
 0. Religious Education: Online children's program coming. A "Pageant of the Masters" to honor Asian American Pacific Islander Heritage. A Music Making program is in the works. Summer camp possibly. Family fun hour (card game) scheduled for February 12-1 to begin gathering families.
 1. Multicultural Outreach: Anything related to race will come back to the MTT We need to discuss as a team how it's presented in service and in the media. Our work is fragile so when we talk about race it needs to be thoughtful and carefully presented. Anti-racism messaging must be filtered through many channels in our church. We should have a process of how we put out programming and messaging from MTT.
4. Process for Programming and Messaging at PUC:
 0. MTT will collectively pre-plan and/or review ideas on all anti-racism programming and special events at our church. We will use our collective wisdom and representation to decide how to implement programs that uplift all voices in our congregation equitably.
 1. Committees will meet with MTT to discuss best practices when planning programs.
 2. The Worship Committee will work closely with the MTT to review anti racism programming and develop inclusive practices during Sunday Service.
5. MTT meetings going forward: Our roll as an action oriented task force is conflicting with our need to continue life long academic learning. Through consensus we agreed: MTT meetings

will be for transformational planning. Academic learning about multiculturalism and antiracism will happen together with the congregation through adult programming e.g., classes, events, book groups, unpacking racism programs etc.

6. Mission and Vision for MTT: Communication on antiracism requires careful thought to achieve our goal of being in real relationship with people of all cultures in our church. As a POC, Jewell is asking that we give careful thought as to how we present our events and programs to our congregation. What do we want our audience to receive? (which includes all people in our congregation, POC and white).
7. Nice Racism: Review of Vivien's list of ideas that were not fully discussed:
 0. *Kimberly - Ch. 1 Dr. ML King speaks of the tendency of white moderates to see lack of struggle as the indicator of racial justice. He notes that no progress against racism has ever been made without conflict. (This from a man known for his pacifism/peacemaking!) How then, can we expect to have no conflicts or be upset when conflicts occur in our work on racial justice? There is a disconnect here that needs to be discussed.*

Conflict is a part of society. Part of every family, friend group, work groups, communities and societies and countries. James Baldwin: "There is a line between white progressive obtuseness and the Black frustration that led to the need for more radical strategies..." This relates to white persons not understanding that we have a culture by being light skinned that is never talked about. We assume things as white people which becomes a 'white culture' and it's a process to begin to understand that. Without that understanding it's impossible to understand how we are complicit in oppression and system racism. It's uncomfortable and it will cause conflict and uncomfortableness but it will never be recognized or reconciled until it is openly discussed. The conflict is the result of the tension that no one is truly addressing. Dr. King "Actually, we who engage in nonviolent direct action are not the creators of tension. We merely bring to the surface the hidden tension that is already alive."

a. *Gary - Ch. 2 We have not thoroughly discussed why it's OK to generalize about white people. We are stuck in the "each person is an individual and is entitled to his/her opinion." DiAngelo compares her passing interest in astronomy with Neil DeGrasse Tyson's deep academic knowledge of astrophysics-- NOT all opinions have equal merit!*

It doesn't feel good to be stereotyped and generalized about for anyone. Let's start with that understanding. Being humble can help us to begin to understand each other. As we strive to uplift all voices of POC in our congregation we, we intentionally and through allyship, decenter white voices. Just as 'white' people vary in their experiences, POC vary also in their experiences. Yet, we acknowledge there is a common experience within these generalized groups of white people and POC. Their experiences of privilege and oppression and power structures that have been institutionalized are varied within these groups.

1. Retreat: Visit it ahead. Food Ordered. Can we sit outside given the covid surge? Think about events like Juneteenth and MLK and the coordination between worship committee and MTT. Think about mission and vision.
2. Critical Race Theory- What are goals and effectiveness? Is CRT an academic curriculum being taught without experiential training in communication and handling differences and relationship building? Should it be? Possibly discuss at another time.