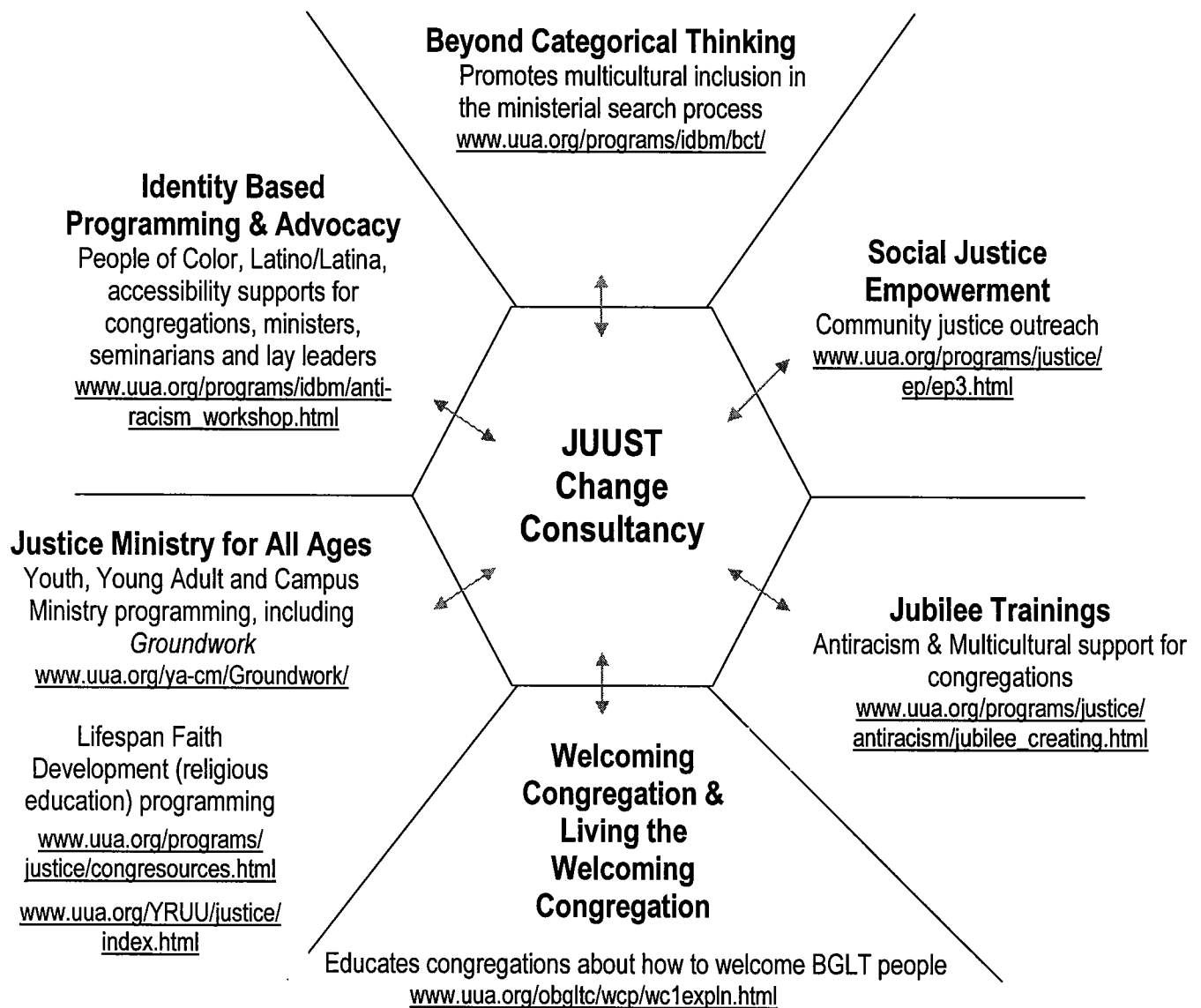


## Points of Entry into UU Anti-oppression Ministries



In 2005 the UUA added **JUUST Change Anti-Oppression Consultancy** to our repertoire, and began to link oppressions so we can reach out to congregations and offer to work with them to identify their next steps, to support them in expanding their capacity to engage the work of justice that is rooted in Unitarian Universalist identity, theology, and values.

JUUST Change Consultants help congregations increase effectiveness in anti-oppression and social justice work by

- meeting congregations where they are,
- supporting a developmental process to build leadership,
- strengthening capacity, and
- applying anti-oppression knowledge and principals to transform congregations

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The **JUUST Change Consultancy** is tailored to fit and able to meet congregations where they are, and that encompass a broader range of voices and experiences. Engagement in this work will require that we as Unitarian Universalists, to paraphrase *Soul Work: Anti-Racist Theologies in Dialogue*, "deepen our discourse, and in light of new information, reconsider how we live out our Unitarian Universalist principles." The consultancy work will be grounded in institutional/power analysis of racism, ableism, heterosexism/homophobia, gender oppression, and classism; the intersection of oppressions; and wisdom about congregational change/transformation.

**Beyond Categorical Thinking** is designed to promote inclusive thinking and help prevent unfair discrimination in the search process for a new minister. This program includes a Sunday morning service with BCT workshop facilitators followed by a three hour workshop. Workshop participants will (1) consider the hopes, expectations, and concerns they have for a new minister, (2) learn more about the ministerial search process, and (3) explore how thinking categorically about people sometimes interferes with choosing the best candidate.

The **Social Justice Empowerment** workshop is for members of a congregation to assess the quality of their social justice program, providing the opportunity for in-depth conversation to consider what they are doing to create a more just and caring world. Participants develop a deeper understanding of what makes an effective social justice program and reflect upon what they can do as a religious community to put their faith into practice.

"**Creating A Jubilee World**" Workshop (Jubilee 1) and the Jubilee Two Training are lead by experienced anti-racism trainers and are designed to help Unitarian Universalist congregations dismantle racism by allowing participants to examine both personal and institutional racism, and by empowering them to develop a realistic plan that can move their congregations forward in working for racial justice. The Jubilee Two focuses on institutional racism, an accurate diagnosis of racism, and using terms that have clearly understood meanings in a process we call developing a common analysis.

The **Welcoming Congregation Program** is a completely volunteer program for congregations that see a need to become more inclusive towards bisexual, gay, lesbian, and/or transgender people. It consists of a series of workshops developed by the UUA with the goal to reduce prejudice by increasing understanding and acceptance among people of different sexual orientations and gender identities. Official UUA recognition as a Welcoming Congregation allows us to open our church as safe space for bisexual, gay, lesbian, and transgender persons; to take positions on oppression in our larger communities; and to accomplish outreach.

Identity-Based Programming and Advocacy through the office of **Identity-Based Ministries** seeks to make Unitarian Universalism a welcoming, inclusive, empowering, and just faith for UUs who identify as bisexual, gay, lesbian, and/or transgender; economically oppressed; Latina/Latino and Hispanic; multiracial families; people of color; and people with disabilities. Ministries focus on advocacy, education, and support related to policies, practices, and programs that support leadership development, community building, and organizing among constituents identified above.

**GROUNDWORK** is the Anti-Racism training and organizing program of Unitarian Universalist youth and young adults. **GROUNDWORK** trainers facilitate dialogue, education and organizing in congregations, schools and community groups, and are available to lead workshops, trainings and conferences. Using the lens of anti-racism, **GROUNDWORK**, holds the goals to educate ourselves, organize, create transformation, develop leadership, learn to better live out our UU principles, and prioritize spiritual reflection and development of participants. **Young Adult and Campus Ministry**, **Youth Office** and **Lifespan Faith Development** (including youth programming) offer several options in addition to **GROUNDWORK** for anti-racism work.