

## **Proposal to Congregation MUUC Anti-Racism Team**

### **I. Mission**

The MUUC Anti-Racism Ministry Team aims to educate and inspire our congregation toward becoming actively anti-racist in its culture, practice, activism, and community engagement. We want to confront and eliminate white supremacy culture in all we do.

### **II. Goals**

We have identified FOUR main goals for our Team:

1. **Accountability:** establishing a relationship with a group of people directly impacted by racism
2. **Education:** learning and teaching about racism, its history and impact locally and globally
3. **Activism:** standing with local groups, working toward anti-racist initiatives
4. **Deconstructing White Supremacy Culture at MUUC:** examining our own culture and practices, committing to active change

### **III. Activities**

During the 2018-19 church year, we will accomplish those goals by:

1. **Accountability.** We are looking to form an active relationship with either the UU Urban Ministry or Black Lives Matter Cambridge or BLM Boston
2. **Education.** We plan to host:
  - a. **MLK Day Activities** for all of Melrose, including
    - i. White People Challenging Racism speakers
    - ii. Do the Right Thing Club Youth, possibly interacting with our MUUC youth
  - b. **Anti-Racism Film series**, 3 nights in Jan/Feb
  - c. **All-congregation book read/discussion**
3. **Activism.** Establishing strong supportive links with local groups
  - a. MORE
  - b. White People Challenging Racism
  - c. Melrose Human Rights Commission
  - d. METCO and Do the Right Thing
  - e. Haitian Church in Melrose
  - f. Melrose Indigenous People's Day Effort
  - g. Melrose Changing Our School Mascots Effort
  - h. Linking with other local choirs or music groups (Mary D and MaryLou)
  - i. Support Temple Beth Shalom against acts of anti-semitism
  - j. Support communities responding to current acts of discrimination
  - k. Showing Up for Racial Justice (SURJ)
4. **Deconstructing White Supremacy Culture** in our church

- I. Crafting a Congregational Resolution to Become Actively Anti-Racist in All We Do, to include
  - i. BLM banner outside
  - ii. Listening Sessions
  - iii. Congregational Vote
- m. Looking at White Supremacy Culture in Worship Tara will be leading the following action items as a part of her UU Music Leadership Certification Program
  - i. 5-10 person focus group on White Supremacy Culture in worship music and worship more broadly -- in January, one 2-hour session
  - ii. Members of that focus group will also work with Tara on a worship experience informed by their discussion -- via e-mail and one in-person meeting
  - iii. A workshop facilitated by Tara and/or Rev. Susanne for the wider congregation

#### **IV. How our Team ministry reflects MUUC values and mission**

Our MUUC Mission Statement instructs us to “Act, with Compassion, for Justice.” We believe that racism is a compelling justice issue, for all of us.

Working to understand the impact of, identify, and eradicate racism directly connects to our first UU principle, as it upholds the worth and dignity of impacted persons. Our second principle, the goal of “justice, equity and compassion in human relations,” impels us to deconstruct institutional and personal racism, as do our fifth (support democracy) and sixth principles (create global community).

#### **V. Core Ministry Team of (at least) 5 MUUC Members**

**Names:**

1. Dan Franklin
2. Garin Boyd
3. Jean Tai
4. Jim Tozza
5. Mary Delahanty
6. Mark Viola

#### **VI. Additional Supporters of this Ministry Team**

1. Rev. Dr. Susanne Intriligator
2. Cathy Sang
3. Tara Tresner-Kirsch

## **VII. How We'll Involve the Whole Congregation**

We will seek to involve the whole congregation in our educational events, such as MLK Day, the film series and the congregational read. In addition, we will seek broad engagement and buy-in for our congregational resolution to become an actively anti-racist congregation. We will draft the resolution by January, then host a series of discussion and listening events, with the goal of passing the resolution in the spring at Annual Meeting. That could have us installing a BLM banner next fall and committing to a new level of congregation-wide anti-racism work for next year.

## **VIII. How We'll Involve the Community**

See Section 3 under "Activities" above. We are already linked with several local groups such as MORE (Melrose Organizes for Real Equality). This year we will initiate and deepen relationships with the town Human Rights Commission, METCO and Do the Right Thing Club, and White People Challenging Racism. We will also connect with and endorse a Melrose person who is working both to change the town's Columbus Day to Indigenous People's Day and to change the schools' mascots away from Native American stereotypes.