

**More detailed information from GA 2020 will be made available.
Details on how to access will be shared in a future issue of the
Greensheet.**

Unitarian Universalist Young Adult Althea Bernstein is the survivor of a racist hate crime that occurred in Madison, WI. Althea was driving in her car Wednesday morning when four intoxicated young white men came alongside her, called her the n word, poured lighter fluid on her, and set her on fire. She has second and third degree burns all over her face and upper body and is receiving hospital care. Althea is healing in privacy surrounded by her family and loved ones. Cards and statements of support can be sent to her via her congregation (First Unitarian Society of Madison) and she has asked for donations to these three organizations:

BLM - Freedom Inc, <https://freedom-inc.org>

Urban Triage <https://urbantriage.org>

Foundation for Black Women's Wellness <http://ffbww.org>

Business

By-Law Amendment

Handling Co-Moderator Vacancies and Timelines for Nominating Committee

Actions of Immediate Witness: Supporting BIPOC and Indigenous Peoples

400 Years of White Supremacist Colonialism

Amen to Uprising

Business Resolution

Embodying Human Rights in Our Investment Decisions

Responsive Resolutions

Widening the Circle: Establishing Ongoing Intersectional Accountability Commission

Supporting and Investing in Youth and Young Adults in Unitarian Universalism

The Pandemic: a Religious Response

Committee on Institutional Change Report

Our nation is moving away from institutional religion.

As institutional religion declines, more who enter our doors are not refugees from other faiths but are experiencing faith communities for the first time through our faith and are seeking spiritual ground.

Since the early decades of the twentieth century, we have not invested in developing the theological resources that could have allowed us to have a vocabulary of faith to meet these troubling times.

The demographics and level of cultural competency of our nation have changed.

Despite periodic and episodic attempts to address this legacy and to address personal bias, we have not sustained these efforts and now find many of our congregational practices lacking in the standards of multi-cultural competency found in many workplaces.

New generations face a much bleaker future than those who are now at the end of their careers or in retirement.

We witness a growing and cavernous gap between generations exacerbated by lack of investment in technologies and methodologies that can help us understand and better comprehend generational differences.

Article II - Principles and Sources

Do they need to more explicitly state what we support?

Can they be written broad enough for interpretation but narrow enough to clearly convey what we do not support?

Are there sources not listed that should be?

Do we even need a list of sources?

Class Demographics

Comparison of:	U.S. Households	Unitarian Universalists
Housing/ Homeownership	66% own homes	77% own homes
Employment/ Income	33% have professional-management positions/average income: \$61,000	> 50% have professional-management positions/average income: \$79,000
Education	Fewer than 63% of adults have attended college 13% have an advanced degree (up from 8.6 % 20 yrs ago)	90% attended college 36% have an advanced degree (down from 52% 20 yrs ago)

How do we unintentionally make it difficult for someone to attend?

Do we have a schedule for service and meetings that assumes a M-F 9-5 job?

Do we have events where spending money out of pocket is the norm or expected?

Do we support activities or organizations that foster a “have and have-not” divide?

Do we use a building that not everyone can get to or use all parts of?

Do we have assumption that those in leadership positions are able to pay for things out of pocket and seek reimbursement?

Ally vs Accomplice

Ally: Helper	Accomplice: Partner
Someone with privilege who helps marginalized people with a problem	Someone with privilege who challenges systems of oppression
Supporting individuals who are oppressed	Dismantling systems and structures of oppression
Safety and dignity now	Equity now and in the future
Working <i>for</i>	Working <i>with</i>
In front (paternalistically) or behind (timidly)	Solidarity: side-by-side

White Ally Toolkit

We help white people who are a little “woke” about racism have more productive conversation with other whites who don’t share their understanding.

The White Ally Toolkit/Ally Conversation Toolkit helps white anti-racism allies do their part in the fight against racism. We empower and equip them with the **RACE Method**, a unique and effective approach we have designed from best practices of non-violent communication (listening, storytelling, and compassion) and the neuroscience of persuasion. **RACE** stands for: **R**eflect, **A**sk, **C**onnect, **E**xpand. Using the RACE Method, white anti-racism allies become more persuasive in conversations with racism skeptics (people who are skeptical that racism against people of color is a real problem) and can positively influence them. We are working to help move the racism needle in America. #MovetheNeedle #RACEtoEngage

This website is for people who believe: 1) racism against people of color is a specific problem that needs to be addressed; 2) unless we address this, America’s overall progress will be undermined; 3) white people have a special obligation and role to pay in dismantling racism; and 4) productively talking with other whites is part of that obligation.

Dismantling Ableism

Closed Captioning and Interpreter

Accessibility is only the first step

UU AIM Program- AIM is a certification program created by EqUUal Access in partnership with the Unitarian Universalist Association (UUA). AIM's purpose is to guide congregations to better welcome, embrace, integrate, and support people with disabilities and their families in our communities.

UU Mental Health Network The Caring Congregation Program is a congregational program of 7 workshops focused on welcoming and supporting people with mental disorders and their families into our congregations.

What is Community Investing (CI)



- **Financing that creates resources and opportunities for economically disadvantaged people and communities**
 - ✓ **Affordable Housing**
 - ✓ **Small / Micro Businesses**
 - ✓ **Non-predatory Financial Services**
 - ✓ **Energy Efficiency / Green Economy**
 - ✓ **Financial Education & Technical Assistance**