

CREATING CHANGE: HANGING ON TO "TRADITION"

CRITIQUES OF WHITE SUPREMACY CULTURE

Sense of Urgency Progress = **Bigger**, More
Worship of the Written Word
Right to Comfort *Perfectionism*
Either/Or Thinking **PATERNALISM**
Defensiveness
Quantity over Quality **Fear of Open Conflict**
INDIVIDUALISM Objectivity
Source: Jones and Okun (2001)

VS.

CREATING CHANGE: EMBRACING DIVERSITY

Embrace Most affected by the decision make the decision
discomfort Apologize and take responsibility as community
Cost/benefit is \$\$, moral, credibility, and faithful
Expectation of mistakes Embrace Conflict Seventh Generation
Both/And Creation in done in community
Culture of Appreciation
New ideas are a gift, not a challenge
taking more time in setting goals of inclusivity and diversity
Asking for help
Embrace **Dance, Sing and Eat Together**
complexity **Collaboration** Effective > efficient leadership

Image credit: Christina Rivera

Creating Space for UU Families of Color

1. Recognize and acknowledge your people.
2. Understand their needs are often different from white, educated, upper middle class families.
3. Understand not all Families of Color are alike.
4. Build relationships with families.
5. Ask about their faith/spiritual/programmatic needs.
6. Find resources to implement addressing needs.
7. Prepare to make mistakes.
8. Spread the word.