

## FINDING OUR NEXT RIGHT ACTION (JULY 3, 2020)

| Specific Action/Focus                      | Who? What Next Steps?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | When?                                                                                                                                                                                                                                                                                                                         | Contact:                                                 |
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| <p>Legislative Demands Around Policing</p> | <p>Unity’s Racial and Restorative Justice (RRJ) Team is positioned as the appropriate, generative group for legislative work on policing. RRJ lives at the intersection of education, advocacy, and racial justice work and welcomes partnership with:</p> <ul style="list-style-type: none"> <li>• Participants from the legislative action breakout group (of the larger church program <i>Finding Our Next Right Action</i>).</li> <li>• Gun Sense Ministry Team and their shared interest in this related legislative advocacy work.</li> <li>• Library and Bookstall Team equipped to curate the large volume of resources available on police legislation.</li> <li>• Community partners who have worked with RRJ, combined with a larger initiative to build and renew partnerships with organizations led by people of color.</li> </ul> | <p>Noting their strength in the area of restorative justice circles, RRJ plans to hold two circles in summer/July of 2020, inviting people into deeper conversation around police legislation. Conversations will be led by RRJ Team members skilled at circle facilitation, informing next steps in advancing this work.</p> | <p>Karen Hering:<br/><i>karen@unityunitarian.org</i></p> |
| <p>Protesting</p>                          | <p>As “power concedes nothing without a demand” (Frederick Douglass) protests, direct action, and high-profile confrontations register legitimate dissent and seek to leverage risk in shifting the dynamics of power. Bodies, freedoms, privileges, and safety are put on the line.</p> <p>For Unity, calls to action have ideally emerged organically from partnerships with community leaders and organizations, prompting us to</p>                                                                                                                                                                                                                                                                                                                                                                                                          | <p>Workshops and training series with Team Dynamics are marked for the 2020 fall/winter season, including sessions dedicated to power and conflict. Specific focus on direct action and community organizing will be added to the training series with Team Dynamics.</p>                                                     | <p>KP Hong:<br/><i>kp@unityunitarian.org</i></p>         |

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|                       | <p>explore ways Unity can:</p> <ul style="list-style-type: none"> <li>• Strengthen and renew relationships with community partners, establishing closer coordination for calls to action and how we can show up in solidarity.</li> <li>• Work with Team Dynamics to educate ourselves on strategies serving movements for racial justice, from broadly distributed actions to nonviolent direct action to community organizing and movement building.</li> </ul>                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                           |
| Hands-On Volunteering | <p>Providing service and hands-on volunteering opportunities remains an intrinsic dimension across Unity's Community Outreach Teams. Moreover, volunteer opportunities need to respond to criteria stated in Unity's antiracist ends. With guidance from Team Dynamics, a coherent review process will seek to make antiracist work more explicit within a larger reassessment of the Community Outreach Teams. The review process will serve to:</p> <ul style="list-style-type: none"> <li>• Reorient and embed antiracist and multicultural commitments, encourage ongoing reflection, and imbue new energy across outreach teams.</li> <li>• For teams like the Racial and Restorative Justice Team, this review may engender new partnerships and opportunities to volunteer with community organizations.</li> </ul> | <p><b>Short-term:</b> <a href="#">Information about volunteer opportunities</a> will be updated and available on the Beloved Community Staff Team webpage, as well as those curated by <a href="#">Uprising Minnesota</a>.</p> <p><b>Medium- to long-term:</b> A review process to align the work of the Community Outreach Teams with Unity's antiracist and multicultural ends is marked for 2020 late fall/winter season.</p> | <p>Karen Hering:<br/><a href="mailto:karen@unityunitarian.org">karen@unityunitarian.org</a></p>           |
| Education             | <p>Ongoing learning remains a critical lever for dismantling white supremacy, but it is no longer enough to create yet another awareness-raising</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>• The Intercultural Development Inventory (IDI) and feedback sessions continue across ministry</li> </ul>                                                                                                                                                                                                                                                                                 | <p>Drew Danielson (for IDI):<br/><a href="mailto:drew@unityunitarian.org">drew@unityunitarian.org</a></p> |

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|                          | <p>forum. Antiracist and multicultural education requires moving beyond a handful of notable events and representative commitments, to embedding the work holistically throughout congregational life and increasingly drawing people into structures of accountability. Next steps include:</p> <ul style="list-style-type: none"> <li>• Scaling the Intercultural Development Inventory (IDI) and feedback to greater number of individuals and ministry areas, and providing accountability structures where partners can engage in identified developmental efforts to increase intercultural capacities.</li> <li>• Embedding antiracist and multicultural education within a lifespan faith formation curriculum, to continually integrate the life of faith and the work of racial justice in prophetic ministry.</li> <li>• Continuing training series with Team Dynamics for 2020 fall/winter, focusing on conflict and power.</li> </ul> | <p>areas with a growing number of individual participants, designing and implementing individualized plans to increase intercultural capacities. Unity members wishing an IDI assessment are encouraged to contact Drew Danielson.</p> <ul style="list-style-type: none"> <li>• Workshops and training series with Team Dynamics are marked for the 2020 fall/winter season, with three half-day sessions, featuring: <ul style="list-style-type: none"> <li>○ Communication, Culture, and Conflict</li> <li>○ Identity and Bias</li> <li>○ Power and Adaptation</li> </ul> </li> </ul> | <p>KP Hong:<br/> <i>kp@unityunitarian.org</i></p>          |
| <p>Youth and Parents</p> | <p>Youth have often led the way into protests and movements for social justice, responsive to social patterns of racism, sexism, homophobia and other complex forces confronting young people today. The field of youth development bids youth and parents to work together in questioning power, privilege, and oppression that shape young people’s identities and what shared actions can further the work of racial justice and multiculturalism. Three areas in enacting this approach to shared ministry</p>                                                                                                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Clarifying the value and purpose of parental participation across Religious Education programs continues, exploring ways to strengthen parental involvement especially in seminal programs and events including: Boston pilgrimage, Coming of Age, Our Whole Lives, and Tower Club parent council.</li> <li>• Collaboration with the UU Families</li> </ul>                                                                                                                                                                                    | <p>Drew Danielson:<br/> <i>drew@unityunitarian.org</i></p> |

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|                                             | <p>include:</p> <ul style="list-style-type: none"> <li>• Deepening self-awareness within youth and adults, and increasingly drawing them into structures of mutual accountability.</li> <li>• Building solidarity across differences by “naming ourselves and sharing the stories we bury.”</li> <li>• Taking shared action together towards dismantling unjust systems, with adults first interrogating their own motivations for engaging in social justice work.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Initiative for a <i>“Family Fishbowl on Race and Racism”</i> is scheduled for July 23, 2020.</p>                                                                                                                                                                                                                                                                                                            |                                                                                                        |
| <p>Neighborhood Organizing and Policing</p> | <p>Unity has made efforts over the many years to be a good neighbor, holding a seat on the Summit University Planning Council, hosting community gatherings, serving as a polling place, plowing the alley in winter and donating the garden produce to neighbors in summer, and being responsive to the concerns of the greater neighborhood.</p> <p>Unity has also made significant efforts to build relationship with the Saint Paul Police Department (SPPD), from calling police officers to assist when the church-owned duplex was being broken into, to police officers attending the Circle of Peace gatherings at Unity, to SPPD personnel participating in the pilgrimage to Selma for the 50 year anniversary in 2015. The partnership remains a trusted and valuable resource for the greater neighborhood, and for complex and multifaceted questions about policing: When do we call the police, especially when incidents involve people of color? How do</p> | <p>Our next right action welcomes conversation, to explore questions and issues entailed in the complex and multifaceted questions about policing in progress in our greater political discourse. Barbara Hubbard, Unity’s Executive Director, has been positioned at the nexus of neighborhood relations and the work of the Beloved Community Staff Team, and she welcomes such generative conversation.</p> | <p>Barbara Hubbard:<br/><a href="mailto:barbara@unityunitarian.org">barbara@unityunitarian.org</a></p> |

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|                                | <p>we respond given systemic racism and white dominant culture both within our congregation and in the surrounding neighborhood?</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                               |
| <p>Funding Emergency Needs</p> | <p>Funding needs fall into short-term and long-term support needed to keep critical efforts moving forward, from initiatives that address police violence to gaps in housing and education to growing economic disparities and more. Notably, these efforts already exist with established community partners whose work address hunger, poverty, education, housing, and violence affecting people of color. Sustaining these partnerships will remain a mainstay, even as efforts like the Generosity Ministry Team will continue to identify and financially support emerging partner organizations in the work of racial justice and inclusion.</p> | <p><b>Short-term:</b> A <a href="#">dynamic list of funding opportunities</a> is available on the Beloved Community Staff Team webpage and will be updated to provide ongoing guidance:</p> <p><b>Long-term:</b> Changing cultures and systems that undergird racism requires sustained efforts on many fronts, but especially call for support and closer coordination with partner organizations led by people of color. Proposed examples include a multi-year financial commitment to police reform and greater support for the Barack and Michelle Obama Elementary School. Developing a process for long-term funding – at present a nascent idea to becoming an established practice – expands our longitudinal strategies for antiracist and multicultural work and deepens longstanding collaborations with partner organizations.</p> | <p>Barbara Hubbard:<br/><i>barbara@unityunitarian.org</i></p> |