Friday, March 15
12pm-1pm Registration
1pm-5:30pm
**Skill building for Intercultural Competency**
   Training lead by Beth Zemsky
3:30pm-6:30pm Registration
5:30pm-6:30pm Dinner
6:30pm-7:30pm Welcome & Worship
7:30pm-9:00pm Keynote: Matt Meyer

Saturday, March 16
9:30 am Worship
10:30am Keynote Presentation: Beth Zemsky
12:30pm Lunch
1:30pm Workshop Session A
3:30pm Workshop Session B
5:00pm ARE Annual Meeting
6:00pm Dinner
7:30pm Movie & Worship

Sunday, March 17
9:15am & 11:00am Worship Service at
   The Unitarian Universalist Church, Rockford, IL
   
All Conference Information & Registration Information:
   http://alliesforracialequity.wildapricot.org/

**Full Conference registration includes lunch & dinner, programming and materials.**

**Reduced rates for A.R.E. Members, Youth and Young Adults, & UU Rockford Congregants.**

If you have questions about the conference please contact
   Kimberlee Carlson, ARE Conference Coordinator, at:
   alliesracialequity@gmail.com

March 15-17, 2013
Hosted by Allies for Racial Equity & at
   The Unitarian Universalist Church, Rockford, IL
   4848 Turner Street Rockford, IL 61107

The annual conference will offer Unitarian Universalists who identify as white the opportunity to develop their anti-racist and anti-oppressive analysis and practice. Whether this will be your first or fifteenth anti-racist conference, we will provide you an opportunity to learn, grow and explore how you can turn your commitment into action.
Conference Programming:

Friday Training:
Skill building for Intercultural Competency
Differences can create challenges and opportunities that can either invigorate or divide a congregation, organization, or community. In an increasingly diverse world, intercultural competency is a critical part of personal and professional development for all of us. Learning to build authentic relationships and work effectively across differences and resolve conflicts is critical to the development of inclusive practices and social equity. In this workshop, we will focus on developing the knowledge, skills, and abilities needed to interact across cultural contexts.

Keynotes:
Friday: Matt Meyer
The Message of Music: A Story of Religion, Race, and Culture
The way we incorporate music into our Unitarian Universalist communities speaks directly to the influence of race and culture in our congregations. Matt will share the story of his own journey to understand white privilege in the context of music ministry. Together, we’ll explore the intersections of worship, whiteness, and music. We’ll wrestle with our shared history as Unitarian Universalists, while we reach for a future that’s grounded in our shared values.

Saturday: Beth Zemsky
Cultivating Cultural Humility
Remaining authentic on the road to cultural competency requires confidence, humility and skill. Key among the intercultural skills to cultivate are cultural self-awareness, empathy, curiosity, tolerance for ambiguity, flexibility, a sense of humor, and courage. This session will focus on what it means to build these skills as leaders in a movement for justice.

Workshops:
1A: Cultivating Cultural Humility: Continuing the Conversation
Beth Zemsky
Utilizing an interactive and experiential format, this session will continue the conversation began during Beth’s keynote address.

2A: Expanding our Worship Music
Matt Meyer
Music has the ability to engage our hearts and bodies together in an integrated worship experience. In this workshop, we’ll discuss what makes for a transformative music experience and what role cultural context plays in that experience. We’ll look at our worship music in a context of power, privilege, and what it means to create a space of real inclusivity and shared ministry.

Ken Wagner
Ken is currently the Treasurer on the Executive Board of Allies for Racial Equity (ARE) and on the AR/AO/MC transformation team of the Clara Barton District (CBD). He is the former president of the CBD, the District Presidents Association and First Parish Church of Stow & Acton and is currently a member of First Parish Church in Northborough. He has collaborated with a number of congregational and district groups to sponsor and facilitate workshops and film series and conducts AR/AO/MC Sunday services upon invitation from congregations around New England.

Members of the ARE Steering Committee
Rev. Melissa Carvill-Zeimer: President
Rev. Dr. Michael Tino: Past President
Rev. Jan Taddeo: Membership & Leadership Development Coordinator
Rev. Tracey Robinson-Harris: Secretary
Rev. Elizabeth Cartmell-Ladd: Communications Coordinator
Ken Wagner: Treasurer
Carrie Stewart: Resource Coordinator
Kimberlee Carlson: Conference Coordinator

A Special Thank You!
The Unitarian Universalist Ministers Association UUMA
for their generous funding support.

The Unitarian Universalist Church Rockford, IL
for both hosting this event and financial support.

For more information about ARE and the conferences:
http://alliesforracialequity.wildapricot.org/

For information about ARE’s partner organization, Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM), a UU People of Color Organization, see www.druumm.org The Commitment in Action Conference.
4B: So What Does this Mean for White Ministers?  
Rev. Tracey Robinson-Harris, Rev. Jan Taddeo & Rev. Melissa Carvill-Ziemer

Several years ago the Ministerial Fellowship Committee added skill and experience in anti-racism, anti-oppression and multiculturalism to the list of competencies required of those who would like to become Unitarian Universalist ministers. Designed specifically for seminarians and newly fellowshipped ministers, this workshop will explore what the work to fulfill this competency requirement can mean for ministers who identify as white. We’ll also explore what ministerial anti-racism and anti-oppression leadership can mean for the future of Unitarian Universalism.

5B: Examining Whiteness  
Carrie Stewart

One of the ways that racism affects us is by shaping our identity (and this is true for whites and People of Color). These materials, prepared by the Rev. Doctor William Gardiner, are made available to Unitarian Universalists (UUs), particularly white people interested in transforming their whiteness through understanding the complex history of white supremacy of over four hundred years in the United States, and the impact it has on us as individuals and the society as a whole. Providing an anti-racism curriculum for white people allows deeper understanding of issues that are essential to furthering a white anti-racist identity.

ARE Annual Meeting

We will learn about possibilities for future ARE programming and partnerships and discuss activities important to our organization, including forming ARE chapters, leadership and leadership development and how ARE can best support its members in developing accountable anti-racist practices.

Worship, Community Building, Resource Sharing

In addition to dynamic and stimulating presentations and workshops, the conference will provide many opportunities for connection. We will have time to share meaningful worship, build connections with one another and share ideas and resources. Everyone who attends the conference is invited to be a teacher and a learner. Come prepared to share.

Saturday Night Movie:

Cracking the Code: The System of Inequity

Meet the Program Presenters:

Beth Zemsky  
MAEd, LICSW currently works as a consultant specializing in intercultural organizational development with organizations working towards social change and movement building. She has 30 years experience as a community organizer, psychotherapist, educator, and organizational leader including serving as the founding Director of the GLBT Programs Office at the University of Minnesota and former co-chair of the Board of Directors of the National Gay & Lesbian Task Force. Beth is also adjunct faculty at the University of Minnesota were she has taught in Gender and Women Studies and Social Work.

Matt Meyer is a graduate of the Berklee College of Music and has studied abroad in Cuba, Ghana, and Central America. Matt has lead hundreds services for UU congregations across the country, has performed at and lead worship at the last 6 General Assemblies of the UUA, served as Artist in Residence at a number of UU summer conference retreats, and lives in Boston where he plays with several world music groups. Matt also leads drumming workshops that explore the intersection of music, power, culture, and UU values. He is also a member of the UUA’s Council on Cross Cultural Engagement and is a board member and resident of the Lucy Stone Cooperative, a newly-formed Unitarian Universalist housing cooperative creating an intentional community and a center for social justice in the Boston area.

Rev. Suzelle Lynch is Minister of Unitarian Universalist Church West in Brookfield, Wisconsin. She has worked with interfaith organizations in Texas, Washington and Wisconsin through times of peace and times of crisis, and has twenty years of experience in anti-racism, anti-oppression, multicultural work with the UUMA and UU congregations, as well as having recent training in facilitating cultural change via the UUMA’s new ”Who Are Our Neighbors” program.
Sara Dady, a partner at Dady & Hoffmann LLC, has been practicing family based immigration law and removal defense for over seven years in her home town of Rockford, Illinois. She received her BA in Classical Studies and Political Science from Luther College, Decorah IA and her JD from William Mitchell College of Law, Saint Paul MN. She is a former adjunct instructor of American Government, Criminal Law, Contract Law and Business Law at Rockford Career College. She is a member of the American Immigration Lawyers Association and an active volunteer with the University of Illinois Extension Service. Sara is a frequent presenter on immigration issues to many local churches and organizations including the Winnebago County Bar Association, Rockford area League of Women Voters, LULAC Human Rights Forum and the American Latino Association of Students. She lives in Rockford with her husband and their two young children.

Rev. Melissa Carvill-Ziemer is currently the President Allies for Racial Equity. She is the minister of the Unitarian Universalist Church of Kent in Kent, OH where she lives with her partner Evin and two dogs. Together they have been foster parents for ten children and are currently waiting for their first forever baby.

Rev. Dr. Michael Tino is the minister of the Unitarian Universalist Fellowship of Northern Westchester in Mt. Kisco, NY. Previously, he served six years as the UUA Director of Young Adult and Campus Ministry. He is a member (and former chair) of the Metro NY District Anti-Racism and Diversity Committee and the trustee to the UUA Board. He lives in Peekskill, NY with his husband Eric.

Rev. Jan Taddeo Jan currently serves as the Parish Minister at the UU Congregation of Gwinnett in Lawrenceville, Georgia. She serves as a facilitator for the UUMA's "Who Are Our Neighbors?" an intercultural competency development program for UU ministers. Jan's portfolio on the UU-ARE Steering Committee includes membership engagement, seeking ways to connect members to develop a culture of accountability through networking and mentoring relationships.

Carrie Stewart Owner and Principal of One World Consulting, Carrie has served various communities & organizations in their quest for greater understanding, & inclusion of diverse individuals. She serves on The Steering Committee of the UU Allies for Racial Equity, Education Team, as Chair of the Southwest Unitarian Universalist Conference Racial Justice & Diversity Task Force and as a diversity & conflict consultant to SWUUC & the Southern Region. Carrie holds a Bachelor's degree in American Studies from Smith College, & a Master’s in Communication & Information Studies, specializing in Intercultural Communication and Diversity Training from Rutgers University.

3A: Helping Kids Become Anti-Racist  Rev. Melissa Carvill-Ziemer
A couple of years ago Newsweek ran a cover story with the provocative title "Is Your Baby Racist?" The article explores recent research which reveals that very young children are forming conclusions about race, even if no one talks to them about race. In this workshop we'll explore ways to effectively talk about race with children and youth and to help them begin forming anti-racist identities.

4A: Creating Intercultural Coalitions  Ken and Laura Wagner
A discussion about intercultural, community coalition building. This workshop creates an opportunity for participants to learn from each other’s successes, challenges, disappointments and joys. Laura will share her experience with coalition building and her congregation’s involvement with local immigration rights work. Participants can expect to receive some useful tools in learning how to effectively build a coalition in your own community.

1B: Real Stories: Interfaith Cultural Humility  Rev. Suzelle Lynch
Cultural humility is to a lifelong commitment to self-reflection, a commitment to recognizing and remedying power imbalances, and developing and maintaining respectful dynamic partnerships based on mutual trust. From a cultural humility perspective, the biggest challenge in creating mutual, trusting relationships with people whose religious faith or traditions are different from our own is not a lack of knowledge of the details of any given religion or cultural perspective. In this workshop, we explore the challenge of interfaith relationships and cultural humility from the perspective of real stories from the Brookfield-Elm Grove Interfaith Network in Wisconsin, as well as the Sikh Temple tragedy in Wisconsin, and other settings. Bring your own stories of seeking and developing interfaith partnerships.

2B: Myths and Facts of Immigration in the US  Sara Dady
Immigration is as divisive as it is complex. This workshop will present an overview of our current immigration system, including identifying facts like it is not a crime to be unlawfully present in the U.S., increased border enforcement alone will not deter illegal entries and it would take over 30 years to deport everyone who is here in violation of U.S. immigration laws. We will discuss proposed solutions, why this topic should not be as controversial as it is and how to start working for reform.

3B: Anti-Racism in Worship  Rev. Dr. Michael Tino
Worship is simultaneously an open and public ministry of our congregations and also a place where we can explore important things in serious depth. It is also a place where how we do things says a lot about what we believe. Rather than talk about anti-racism in worship, can we learn to embody it in our practice?