

### **Friday, March 14**

1:00 - 2:00pm	Registration
2:00 - 5:00pm	Pre-Conference Training with Chris Crass
3:30 - 6:30pm	Registration
5:30 - 6:30pm	Dinner
6:30 - 7:30pm	Welcome & Worship
7:30 - 9:00pm	ARE Annual Meeting & Community Building

### **Saturday, March 15**

9:30 - 10:30am	Worship
10:30 - 12:30pm	Keynote Presentation
12:30 - 1:30pm	Lunch
1:30 - 3:00pm	Workshop Session A
3:30 - 5:00pm	Workshop Session B
5:15 - 6:15pm	Connecting and Networking
6:15 - 7:15pm	Dinner
7:30 - 8:30pm	Worship & (Ice Cream) Social Hour

### **Sunday, March 16**

9:30 & 11:15am	Worship Service at West Shore UU Church
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***Full Conference registration includes meals, programming & materials. Reduced rates available for ARE Members, Youth and Young Adults, & West Shore UU Congregants***

### **Conference & Registration Information:**

<http://alliesforracialequity.wildapricot.org>

**Questions? Please contact**  
**[alliesracialequity@gmail.com](mailto:alliesracialequity@gmail.com)**

***There will be a concurrent gathering for People of Color: "Why Do People of Color Want To Be UUs?" for information & registration, please visit***  
**[www.ohiomeadville.org/omdevents/714-pocgather](http://www.ohiomeadville.org/omdevents/714-pocgather)**

# **Movement Building for Beloved Community**

*Allies for Racial Equity Annual Conference*



**Friday, March 14 -  
Sunday, March 16, 2014**

**West Shore Unitarian Universalist Church**

*20401 Hilliard Blvd., Rocky River, OH 44116*

ARE's annual conference offers 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.

## **ARE Conference Programming**

### ***Friday Pre-Conference Training***

#### **Bring It On: Developing Our Spiritual Leadership to Build Our Movement** *Chris Crass*

We want to change the world. We want to live into the fullness of our purpose, build loving community, take effective action, and be part of people's movements that make history. To do this, let us reflect on how our UU faith can help us be both visionary and sustainable.

This participatory workshop will focus on developing our spiritual leadership as social justice activists through sharing stories, questions and lessons.

### ***Saturday Keynote Presentation by Chris Crass***

#### **"Being the Leaders in the World Our Allyship Calls Us To Be"**

For nearly a decade Chris Crass has been working with and supporting UU groups and efforts on a national, regional and local level. Through leading anti-racism for collective liberation workshops at national leadership conferences of the YRUU to one-on-one mentoring of UU youth and young adult social justice leaders, to playing a key role organizing as many UUs as possible to take arrest and play support roles in the mass civil disobedience direct actions in Arizona in the summer of 2010, Chris found his spiritual calling in working with UUs to put anti-racist ideas and commitments into effective action for collective liberation. This talk will explore key lessons from these experiences to help us all be the leaders in the world that our anti-racist allyship calls us to be. Whether it is forming multiracial alliances for social justice work locally, speaking out in mostly white communities for racial justice, or taking direct action to stop deportations, Chris believes that the process of moving through fear into action to build our movement, is a transformative spiritual journey.

### ***Workshop Session 1 1:30 – 3:00pm***

#### **1A: We Can Do This: Allies for Racial Equity and Moving Towards Collective Liberation** *Chris Crass*

This workshop will go deeper into the themes of the keynote with time given for people to explore the questions, challenges, and possibilities the keynote raised for them. The goal for our time together is to create a supportive space for people to develop their own capacity to make anti-racism a powerful force for building movements for justice.

#### **2A: Seeing the World Differently (Part 1 of 2)**

*Rev. Renee Zimelis Ruchotzke and Evin Carvill-Ziemer*

Connecting across difference requires navigating the usually unarticulated ways we see the world differently based on where we've come from. This workshop will offer ways of exploring those differences that help us connect

### ***Concurrent Gathering for People of Color***

#### **Why Do People of Color Want To Be UUs?**

***In the words of Fred Muir, UU Minister of Annapolis:***



"A perfect storm of social changes is taking shape whose effects we are late to recognize and absorb. The U.S. Census Bureau projected in 2009 that members of racial and ethnic minorities will make up a majority of the country's population by 2042, which means that we Unitarian Universalists with our North Atlantic look—as reflected in our demographics, theology, and epistemology—will grow more cut off from the U.S. population, unless we start reflecting our society's true diversity."

*Therefore, where do current People of Color (POC) find comfort and solidarity amongst congregations that are predominantly white?*

*Where can POC find cultural expressions of their ancestry that recognize and honor their heritage?*

*How does our UU faith integrate POC and remain accountable to them?*

*Is UUism a spiritual home for POC?*

We invite People of Color of Ohio-Meadville and surrounding districts to engage in these beloved conversations. There'll be worship, break out groups, discussions, games and more!

### ***Conference Information and Registration:***

[www.ohiomeadville.org/omdevents/714-pocgather](http://www.ohiomeadville.org/omdevents/714-pocgather)

#### **4B: The Frontlines of Environmental Justice: Fighting for People and the Planet** *Matthew McHale and Karen Quinlan*

When we think about racism, our first thought probably isn't the environment; but low-income communities and communities of color are bearing the brunt of environmental devastation. These urban and rural communities are the frontlines in the struggle against industrial pollution and the devastating impacts of climate change. With our world facing a crisis point, how can we build an ecological movement that will create a just and livable future not just for a privileged few, but for all of the people and all of the planet?

#### **5B: 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.

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#### **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.

## **Meet the Program Presenters:**



**Chris Crass** is a longtime organizer working to build powerful working class-based, feminist, multiracial movements for collective liberation.

Throughout the 1990s he was an organizer with Food Not Bombs, an economic justice anti-poverty group, strengthening the direct action-based anti-capitalist Left. In the 2000s, he was an organizer with the Catalyst Project, which combines political education and

organizing to develop and support anti-racist politics, leadership, and organization in white communities and builds dynamic multiracial alliances locally and nationally.

Chris has written and spoken widely about anti-racist organizing, lessons from women of color feminism, strategies to build visionary movements, and leadership for liberation. His essays have been translated into half a dozen languages, taught in hundreds of classrooms, and included in over a dozen anthologies. His book *Towards Collective Liberation: anti-racist organizing, feminist praxis, and movement building strategy* draws lessons from his organizing over the past 25 years, as well as case studies of historic and contemporary anti-racist organizing.

Chris's childhood was influenced by Unitarian Universalist principles, but he first came into contact with UUs through his work with the continental Young Religious Unitarian Universalist leadership conferences in 2004 and 2005. Through the inspiration and insights of the UU youth, he joined the UU faith and has organized alongside the UUs nationally in Arizona in 2010, led anti-racism workshops nationally and regionally, and supported local congregations in their social justice efforts. He lives in Louisville, Kentucky with his partner Jardana Peacock and their son, River.

**Rev. Melissa Carvill-Ziemer** is currently the President of 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, their son Rylan and two dogs.

**Rev. Jan Taddeo** is the President-Elect of Allies for Racial Equity. She is the Parish Minister at the UU Congregation of Gwinnett in Lawrenceville, Georgia and serves as a facilitator for the UUMA's "Who Are Our Neighbors?" an intercultural competency development program for UU ministers.

**Carrie Stewart** is the owner and Principal of One World Consulting and has served various communities & organizations in their quest for greater understanding & inclusion of diverse individuals. She serves on the ARE steering committee as Education Resources Coordinator, the UUA Journey Toward Wholeness Transformation Committee, and as a Diversity and Conflict Transformation consultant to the UUA Southern Region. Carrie holds BA in American Studies & an MA in Communication & Information Studies, specializing in Intercultural Communication and Diversity Training.

**Matthew McHale** is serving as the Intern Minister at West Shore UU Church in Rocky River, OH. He also serves as the conference coordinator on the ARE Steering Committee. He is deeply committed to Anti-racism work, as well as environmental and climate justice.

**Ken Wagner** is the Treasurer for ARE and serves 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 around New England.

**Karen Quinlan** is an ecologist and a newly fellowshipped minister. She most recently served as intern minister at People's Church in Kalamazoo, MI, where she worked with the congregation's AR/AO/MC Committee and led the UU Ministry for the Earth's "Our Place in the Web of Life" workshop series. Karen lives in Michigan City, IN, with her husband Paul, their daughter Catherine, and their dog, Boone.

**Evin Carvill-Ziemer** is the youth, young adult and social justice ministry Program Coordinator for the Ohio Meadville District and the Interim Minister at SouthWest Unitarian Universalist Church in North Royalton, OH. Evin is a trainer in the UUMA Who Are Our Neighbors program.

**Rev. Renee Zimelis Ruchotzke** is the Regional Consultant for Leadership Development for the Central East Regional Group. She is a Dean of the Unitarian Universalist Leadership Team Institute and plans other in-person trainings and webinars at the district and regional level. She also serves as the chair of the Program Development Group for General Assembly. She writes for the UUA Blog Growing Vital Leaders and tweets @Vitalleaders.

**Andrew Mertz** has served the last five years as the Director for Youth and Young Adult Programs in the Joseph Priestly District (JPD). He is also a seminarian at Meadville Lombard Theological School, and is serving in a hybrid internship with the JPD and the UU Congregation of Sterling, VA. His work with JPD centers on public prophetic witness, with a focus on mass incarceration, as well as multicultural work for youth and young adults.

**Matt Meyer** is a member of the UUA's Council on Cross Cultural Engagement. He is a graduate of the Berklee College of Music and has studied abroad in Cuba, Ghana, and Central America. Matt has led hundreds of services for UU congregations across the country, has performed at and led worship at the last seven 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.

### **ARE Steering Committee**

Rev. Melissa Carvill-Ziemer: President

Rev. Jan Taddeo: President-Elect

Ken Wagner: Treasurer

Donna Renfro: Secretary

Rev. Karen Quinlan: Membership Development Coordinator

Rev. Elizabeth Cartmell-Ladd: Community Development Coordinator

Carrie Stewart: Educational Resources Coordinator

Matthew McHale: Conference Coordinator

Carolina Krawarik-Graham: General Assembly Coordinator

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

with each other instead of tripping over our unarticulated assumptions. This workshop draws from the Unitarian Universalist Ministers Association Who Are Our Neighbors program in intercultural competence.

### **3A: Building a Movement for Justice (Part 1 of 2)**

***Carrie Stewart and Ken Wagner***

Michelle Alexander's book, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* shows how disparities in laws, enforcement and punishment for People of Color in the justice system, and the harsh restrictions imposed on former inmates, has created a second-class citizenry of African Americans. In addition to discussing the book, we'll draw on resources to increase our understanding and abilities to advocate and organize, including viewing excerpts from the award-winning film, *The House I Live In*.

Just as our UU faith called us to abolish slavery and call for civil rights, we are now called to end the failed 'war on drugs' with its unfair sentencing laws. This track will deepen your knowledge, and strengthen your capacity to, in Alexander's words: "join the movement for justice by speaking the truth, getting educated, and organizing for change."

### **4A: So What Does this Mean for White Ministers?**

***Rev. Jan Taddeo and 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.

## ***Workshop Session 2 3:30 – 5:00pm***

### **1B: Young Adult Approaches to Anti-racism/anti-oppression**

***Andrew Mertz and Elizabeth Mount***

Different generations often deal differently with the same problems. This was true in the 1960s Civil Rights movements and is true today. All are welcome and encouraged to attend, this is not just for young adults. Here you will learn and share about how today's young adults approach anti-oppression work. While designed to be light on material and heavy on networking, there will be plenty of both.

### **2B: Seeing the World Differently (Part 2)**

*Please see 2A for description.*

***Rev. Renee Zimelis Ruchotzke  
and Evin Carvill-Ziemer***

### **3B: Building a Movement for Justice (Part 2)**

*Please see 3A for description.*

***Carrie Stewart and Ken Wagner***