

CVUUS Accelerating Multiculturalism Program
Building a Foundation—Plan of Action

“We commit to journey toward spiritual wholeness by working to build a diverse multicultural Beloved Community through our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

CVUUS Calling to Dismantle Racism & Other Oppressions,
adopted March 5, 2023

“The Unitarian Universalist Association will actively engage its members in the transformation of the world through liberating Love.”

UUA Article 2
Purpose Statement

This is an overview of the plan of action designed to develop the foundation to support a more intentional culture of inclusion in CVUUS. Rev. Christina asked me to work with the CVUUS Mosaic Task Force and my community ministry network to lead this planning, the components of which were approved by the CVUUS’s Mosaic Task Force on June 12th 2024. A more fulsome context of this research-informed foundation-building plan is discussed in this [video](#). Here are the suggested actions:

Developing Intercultural Competence

- Make a Plan (May-June 2024): We developed the following plan of action, informed by our UU values and commitments, the March 2024 “Building a Culture of Inclusion” by Paula Cole Jones,” and research into how other UU congregations are dismantling white supremacy culture and accelerating multiculturalism. **(COMPLETE)**
- Select Leaders (June-July 12th 2024): Via the COM and community ministry, CVUUS will identify up to 10 community-facing members who are willing and able to lead CVUUS’s transformation into a broader “community of communities.”¹ This cohort of transformation leaders will accomplish the online Intercultural Development Inventory (IDI) instrument and will receive confidential feedback and a personalized development plan based on the IDI results from my community ministry colleague and credentialed IDI administrator, the Rev. Dr. Brock Leach.² **(COMPLETE)**
- Inter-culturalism Leadership Workshop (Sep 8th (after worship) 2024): The leadership cohort would be invited to participate in a 2-3hr interactive workshop in which Brock would present and discuss the aggregated, anonymized results of the IDI administered to the group of leaders. [Here](#) is an example of an IDI group profile report, and the kind of helpful information Brock would discuss. After this workshop, individual leaders would

¹ Cohort consists of Mike Greenwood, Priscilla Bremser, Gordon Gibson, Mary Hadley, Pam Berenbaum, David Bristol, Esther Charlestin, Tom Morgan, Rev. Christina Sillari, Brett Millier, and Kerri Duquette-Hoffman. .

² Brock is providing his services to CVUUS pro bona. The cost of each IDI is \$23.

be provided their individual IDI results, personalized [development plan](#), and an invitation to consult with Brock confidentially. **(COMPLETE)**

“Leading the Edge” of Making CVUUS a “Community of Communities”

- Join with Other UUs and Expand CVUUS’s Change Leaders (Aug 3rd, 2024): Cohort leaders will attend the first in the series of Paula Cole Jones’ (PCJ) series of workshops, “A Community of Communities: Shaping the Leading Edge³.” See PCJ’s full workshop description with the dates of the workshops [here](#). This year-long series is designed to expand CVUUS’s understanding of multiculturalism and enable CVUUS to be a vital part of this movement with other congregations committed to creating a Beloved Community. If leaders cannot attend the Aug 3rd session, they can attend the make-up session on Aug 24th. **(IN-PROCESS)**

Getting Organized for Transformation

- Recognize Cohort as CVUUS ‘Intercultural Community Leaders’ (Aug/Sep 2024): I suggest that the Board formally recognize the membership and purpose of this core leadership cohort before the 2024/25 society year. Further, given the need for an orchestrated community justice approach, as suggested by Rev. Tricia and Rev. Christina, I recommend that the Board consider (re)establishing a CVUUS’s Social Justice Ministry (SJM), under which this committee could operate and collaborate together with other consolidated justice-focused community programs and initiatives in CVUUS, among UU congregations, and in our communities. The Social Justice Ministry (SJM) would collaborate as part of the Council of Ministries (COM) and report to the ministers who may decide to delegate leadership to me as the current affiliated community minister for operational and community coordination purposes, at least for the next year or until a re-affiliation decision). **(COMPLETE; SJM IN PROCESS OF STANDING UP)**
- Communicate, Plan, and Grow (~2024/25 society year): [Here](#) is one way to think about the building blocks to help a congregation build a culture of inclusion. Congregational re-visioning, experimenting, and institutional change are all key parts of this process. While this example is not the only one, transforming CVUUS into an even more welcoming, community-engaged, and inclusive UU “community of communities” will not happen through ad hoc, episodic sermons, worships, or community collaborations, no matter how well-intentioned. So during the 2024/25 society year, the cohort of ‘Intercultural Community Leaders’ can work with the Committee of Ministries and Board to engage the congregation in re-visioning, experimenting, and instantiating necessary institutional change that expands CVUUS’s current decision-making circle.
- Intercultural Community Leaders + Champion Groups/Committees (UPDATE Nov 2, 2024): Growing with tasks Paula Cole Jones assigned, the Community of Community: Leading the Edge (CoC:LTE) cohort accomplished the following tasks:
 - o Selected four CVUUS groups/committees to be champions for CVUUS’s CoC:LTE effort (Welcoming Team, Caring Network, Finance, and Music. Eventually, if this initial cohort and champion groups succeed, all CVUUS groups/committees will

³ Given the Mosaic Task Force’s approval, Rev. Christina confirmed CVUUS’s participation with Paul Cole Jones.

be part of the “Leading Edge” towards a multicultural future.) Each of these groups/committees is (a) invited to write a short story of their origin and purpose, and (b) join the cohort in determining the way forward and accomplishing the following steps towards becoming a multicultural listed below. The leadership of these champion groups/committees are also invited to sign up for the IDI and benefit from its individual development plan if they would like.

The “Next Steps” Towards Becoming a “Community of Communities:”

- Through Paula’s process, the CoC:LTE cohort self-identified these three tasks as key to evolving from its current “family model” congregational culture into a multicultural community of communities:
 - Congregational visioning in search of what actions CVUUS might take to evolve from a dominant culture congregation into a multicultural “community of communities”
 - Discovering/better understanding the needs to members in different communities who are yearning for a sense of belonging
 - Exploring and experimenting with governance changes that might widen CVUUS’s decision-making circle and help it be less closed and hierarchical

No Unitarian Universalist leaders have studied the challenges congregations face attempting to grow from dominant culture-based societies into multicultural communities more than the Rev. Dr. Brock Leach. [Watch this discussion](#) that I had with Brock about our cohort’s decision, and learn why he says that the next steps selected are “fabulous” and “the right ones” and what he says about the selection of the initial champion committees/groups.

- How CVUUS carries out congregational visioning, accesses the needs of others, and determines how best to explore governance changes to widen its decision-making circle has yet to be determined. Perhaps the COM could organize congregational visioning (which might include coordination with the impending capital campaign). Perhaps the effort to engage and ascertain the needs of others could be co-led by the Social Justice Ministry and Community Ministry. Maybe the Board could help determine how to explore governance changes. Whatever the mechanisms, these steps will not likely succeed in supporting CVUUS’s transformation unless leadership is able to clearly and intentionally center the interests and needs of the interdependent, pluralistic communities that *are not (or under-) represented in CVUUS currently*.

Known Future Meetings (More Likely To Be Added)

- December 9th, 2024: CoC:LTE Leadership Cohort (with Invited Groups/Committee Leads) Coordination Meeting
- December 14th, 2024: Paula Cole Jones CoC:LTE Worship #3
- February TBD: CoC:LTE Leadership Cohort (with Invited Groups/Committee Leads) Coordination Meeting
- March 15th, 2025: Paula Cole Jones CoC:LTE Worship #4

- June 14th, 2025: Paula Cole Jones CoC:LTE Worship #4