

# Racial Justice/ Anti Oppression Arc Annual Report 2020-21

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## Team description:

The Racial Justice Arc was created to serve several functions in the UUAA Community:

1. A response to the call in the 2050 Vision work for dedicated and defined anti-racism/anti-oppression space; to be the priority area anchor.
2. To be a centralized landing space for all things anti-racism/ anti-oppression at UUAA where congregants can come dialogue, incubate ideas, seek support, create collaboration, project design, etc on all things related to and at the intersection of anti-racism/ anti-oppression.
3. To name and weave anti-racism/ anti-oppression education, advocacy and action through all UUAA groups and programming.

## Highlights:

1. The **first meeting** took place Thursday, Sept 3, 2020, via zoom. It was focused on sharing dreams and vision for racial justice/anti-oppression (RJ/AO) work at UUAA.
2. At that time the **Perkins Engagement Model** was introduced; the model calls for various ways for the community to engage RJ/AO that supports a variety of learners, styles, and needs.  
LINK:
3. Listening and dreaming session were held in September and October; A wide variety of participants from a cross-section of the UUAA community attended.
4. In November, the **Racial Justice Arc asked those in attendance to commit to a 6-month process dedicated to vision, mission and create the function and form of the Racial Justice Arc ( RJA) at UUAA.**
5. **Black History Month Walk + Talks!** In January, Outdoor Women + Black Congregants at UUAA + RJA did a short-term project, Black History Walk and Talk. They hosted walks in historically Black Ypsilanti and Ann Arbor as well as hosted facilitated dialogues to where people could unpack their experience. These were a huge success reaching about 40 UUAA members.
6. Jan- April on going meetings. Meeting were spent pushing through various vision and mission statements; considering how the RJA would exist in/with/ for the community
7. **CASTE Book Discussion.** Based on a request for education, a short-term small project group formed to host a Caste Book discussion in April. The Caste group meet 3x over a month offered an AM session and a PM session, and generated a detailed facilitation guide. After a HUGE success, the CASTE book group will do one more Summer session in July 2021. They may consider hosting another book i the Fall.
8. **UUAA Got Roots!** GOT ROOTS? is a UUAA lay-led collective including Mindful Eating, Racial Justice Arc, Climate Crisis Action Group, and the Social Justice Council.

The collective will arrange farm+garden visits at a variety of community spaces; receive tours of the spaces, learn how the work of the farm+ garden is related to the collective liberation of the communities they serve; UUAA congregants will volunteer at the location as well. This project starts in May and has the potential to run until harvest time in the Fall.

9. **NEW LEADERSHIP!** In May, Cindy O'Connor and Arika Lycan stepped into the lay leadership of the RJA. Their work will begin with solidifying the RJA vision mission, infusing more anti-oppression and intersectional perspective into the RJA as to align more closely with the 20/50 Vision priority area expectations; generate program, support, and direction of the Racial Justice/ Anti Oppression Arc for the 2021-22 program year

**FUTURE:**

1. New leadership will make plans for the 2021 program year
2. Continued support of GOT ROOTS?
3. Continued support of Caste Book Discussion in July