

You Are Invited to Participate in Jubilee Three Anti-Racism Training: Learning Together About Systemic Racism

Acclaimed Program | Experienced Trainers
Hosted by the Unitarian Universalist Church of Silver Spring &
The Unitarian Universalist Congregation of Frederick

Do you wish to deepen your understanding of how race and ethnicity play out in our institutions and our daily lives? Are you ready to take a leading role to nurture a multicultural future in the face of opposing cultural currents? Come Join Us for this Life-Changing Weekend!

Friday, November 13th - 6:00pm to 9:00pm
Saturday, November 14th - 9:00am to 8:30pm
Sunday, November 15th - 12:00pm to 6:30pm

Weekend Activities: The training includes presentations, discussions, videos, exercises, small group work, and shared meals. This 2 ½ day workshop is open to anyone who wants to journey toward making a stand against racism. Church members and church leaders of any faith, as well as non-church members are all welcome!

Our Goals are: → To develop a shared analysis of racism and its individual, institutional, and cultural manifestations, and → To begin to apply this common understanding to the history, culture, and institutional structure of our society, and to envision the next steps in taking action.

Agenda Topics Include: → The history of racism and resistance to racism in the Americas → Defining racism → The effects of racism on people of color and on white people → Dismantling racism → Claiming and shaping an anti-racist identity

Enrollment is limited so sign up today! \$160 per participant. <https://www.uua.org/central-east/calendar/jubilee-1120>
Discount for multiple members of the same household. Scholarships available.

For more information contact: Phyllis Ryder at UUC of Silver Spring phyllisryder@gmail.com, Carol Antoniewicz of UUC Frederick ecacres@comcast.net, or Paula Cole Jones pcolejones@gmail.com

“The Jubilee III experience far surpassed what I had been expecting. First Unitarian Church of Honolulu had participated in two previous in-person Jubilees and I just couldn’t imagine a virtual experience being so successful. It became obvious that the trainers had gone above and beyond in preparation; the virtual experience was, in some ways, better because of the face-to-face feeling of intimacy on screen that can happen even when someone speaks to the whole group, the close honesty afforded by break-out rooms, and the relatively long meal breaks, which make one feel totally refreshed and able to think clearly for the next session.

Also, it became clear that a lot of effort had gone into honing and making the curriculum itself even better than before. It was like peeling an onion; we were able to delve into new and deeper levels of understanding.

Thank you to the trainers for this great opportunity to gain crucial points of awareness around racial justice!” Jill Rabinov

“First Unitarian Church of Honolulu (FUCH) is honored to have experienced the first virtual Zoom Jubilee training. This was our third Jubilee Anti-Racism training and I was curious how the Zoom Format would work for such a hands on and self-reflective experience. Although we were using the Zoom format we still had the benefit and feel of getting to know other Jubilee members on a more personal level.

This training was extremely informative and worthwhile, covering new material that we did not receive in the previous 2 Jubilee trainings. This training will give you a lot of food for thought as well as tools to use in these challenging times.” Allison Jacobs

The Trainers



Paula Cole Jones is the Convener of the 2020 Jubilee Anti-Racism Training. She has served as a regional and national Racial & Social Justice Consultant for the Unitarian Universalist Association. She has over twenty years of experience in designing and facilitating programs, workshops, and dialogues for leaders and organizations. She has also worked with Federal Government, local government and non-profits on diversity and organizational change. Paula is a former president of DRUJMM (Diverse and Revolutionary Unitarian Universalist Multicultural Ministries). She founded ADORE, A Dialogue on Race & Ethnicity in 1999, and she has conducted hundreds of group discussions across the country. Paula served on the Board of Skinner House Books (a UU Publishing House). She is the co-author of the 8th Principle for Unitarian Universalists.



Lutricia Callair Social justice activist, Licensed Clinical Social Worker, organizer and author, Lutricia is CEO of The Center for Healing and Wellness, a state certified agency offering mental health and other clinical services to individuals, families and groups. In addition to Jubilee, Lutricia conducts anti-violence trainings and community building workshops. Inspired by Dr. Martin Luther King Jr.'s Beloved Community, Lutricia developed and leads a process called Kinship Circles. The Kinship Circle mission is to introduce and promote a way of being that brings people together to help overcome oppression and bigotries that separate us.



Dr. Leon Spencer Dr. Spencer's work on behalf of anti-racism and anti-oppression efforts for Unitarian Universalist congregations began in 1985 when he helped establish the Black Concerns Working Group. In addition to Jubilee, he has participated with the Journey Toward Wholeness Transformation Team and the Diverse and Revolutionary UU Multicultural Ministries. He served as UUA Interim Co-President in 2017 and is professor emeritus at Georgia Southern University in Statesboro, GA.



The Gift of Multicultural Connections

For nearly fifteen years, I have been involved with helping to transform Unitarian Universalism toward being more of a multicultural faith community. Working and talking with many people who are also interested in multiculturalism, it is clear to me that our institutional commitment to anti-racism and anti-oppression work has been a profound gift that makes possible deeper layers of engagement than many people had imagined. I often wonder how our communities would change if more people received the gift of anti-racism training. How would that affect the way we use our own gifts? What kind of a gift would we collectively give to building a multicultural future?

Below are expressions of the gift that some UUs have received from Jubilee workshops in 2013. Jubilee is a weekend workshop that helps us to see the structure and impact of systemic racism. My hope is that more people in the JPD will join in helping us to build a critical mass of people committed to their own transformation and building more inclusive communities.

“The Jubilee training ... truly changed my life, how I see the world, and who I am as a human being....I did not expect to be transformed by Jubilee, but that is exactly what has happened. Within my upbringing in a white family, in a largely white community, I was unconsciously (perhaps consciously) taught NOT to connect with people of color in a deep, authentic, emotional way. Ever since the Jubilee training...my heart is engaged, and I cannot stand by silently as I once did.

I now believe that my upbringing--and lack of deep, authentic connection with people of color--is intentional, and that it rendered me silent to racism's unforgivable harms to people of color, and to all of us. Were it not for Jubilee, I would not have seen this truth in the world around me, and I would have done nothing to stop it. As importantly, I would not have worked to heal the effects of racism on my own spirit, and would not have reached out to people of color as my brothers and sisters in the struggle. I would not have sought the beloved community that is now an essential part of my own spiritual growth at All Souls, and as a human being.”

“I am a person who identifies as White. After years of trying to figure out how to become part of the Conversation on Race that we so desperately need to have in our country, I thank Jubilee for helping me to get started.”

“The Jubilee has given me the words and the strength to stand up and be the one to bring the hard conversations to the table. We are bringing like-minded UU's together who did not know this type of work was available within the Joseph Priestley District of the UUA. We have started a book read of Soul Work and will look to move forward with other activities.”

“As a person of color, I went to Jubilee more out of curiosity than anything. I did not expect to get much out of the training and I couldn't have been more wrong.

From Jubilee I gained...

- awareness of how internalized racism has impacted my relationship with other people of color
- solid evidence of UU commitment to creating multiculturally welcoming and inclusive congregations
- hope that we can talk about issues of race and start to heal
- friendship that will last a lifetime”

“My involvement in Anti-Racism and the Journey Toward Wholeness is at the very heart of my growth as a human being, and my spiritual connection with the world. It is not something that I can ever put down. The Jubilee training started me on a learning process for which I am very grateful.

The Jubilee training opened a window into the subjective experiences of people with different racial identities than me. I started to look at how the racialization of our society affects both people of color and people like me, who are socialized into having a "white" identity. Because I can now look at and name something that people of color have always had to be aware of, that whites are socialized to ignore and/or deny, antiracism work has given me the basis for a relationship with all kinds of people with whom I never knew how to interact. My world has expanded dramatically.”

"In one weekend, Jubilee gave me a gift of finally accepting a part of myself ...that I have always felt somehow unforgivable...feelings and thoughts that I had tried to keep hidden (I'm sure unsuccessfully) for almost 50 years. Growing up with the Little Rascals, Tarzan and Shirley Temple movies, I learned awful stereotypes that were reinforced by the media and the silence of my parents and other white people about how they were so wrong and so evil. Since I had very low self-esteem, it felt good that there were people "lower than me." Around the house, my older brothers would make racist comments at which my parents would say, "Don't talk like that." So I learned it wasn't "nice," but it stopped there. No discussion. And our family was Unitarian! Not surprisingly, it was an all-white UU congregation.

"For the next 45 years, I kept silent. I didn't get close to black people. I was "nice" though. Then came Jubilee. At the Jubilee weekend, I found a freedom from this guilt I've carried for 45 years too long and gained an awareness that I am not alone. That part of the power of racism is teaching it to the next generation. It has kept me from being a "whole" human being and a living, fully loving (both self and others) member of the family of All Soul's for 45 years."

"Because of Jubilee, I now know that I can begin to heal. It will take work and vigilance and being honest with members of my human family whom I have kept at a distance I am looking forward to the journey and am so **very very** grateful to the denomination for making Jubilee available to me and to anyone else who is fortunate to experience it."

"I went into the Jubilee weekend hoping to learn what I could DO. I am not a Crusader, but I have always believed that I was not a racist, I lived in integrated neighborhoods and I had black friends, however, that weekend brought me face-to-face with just how self-delusional, arrogant, pompous, and ignorant I was in my beliefs regarding racism today – at least in this country.

The Jubilee weekend was an incredibly eye opening, emotional journey for me personally.

I have, for years, had a vague sense of guilt regarding the plight of African-Americans and felt like individually each of us can make a difference and have always tried to do that personally. And I still believe that is possible and important. What I had never processed in my white-privileged ignorance, and what the Jubilee weekend tuned me onto, was

how incredibly institutionally racist our Society is in this country. It absolutely rocked my world!

I'm still not a Crusader, but that Jubilee weekend gave me an awareness that will influence my choices and my opinions in the future. I am grateful for that weekend."

"I had no imagination for the discrimination and danger people of color experience on a daily basis. A Jubilee Anti-Racism Training opened my eyes.

I didn't sign up for the Jubilee workshop because I thought I needed anti-racism training. I signed up because I wanted to show general support for the endeavor and I thought it would be a good way to meet people at All Souls....

The Jubilee Anti-Racism Training challenged and changed me.... After the Jubilee workshop, I saw the world differently, I engaged with the people around me differently. I think my experience was typical. I noticed that other workshop participants felt similarly transformed and more united in our commitment to racial justice and social change."

We thank all who shared their personal reflections and all who have supported these efforts through the years.

Paula Cole Jones

December 2013

