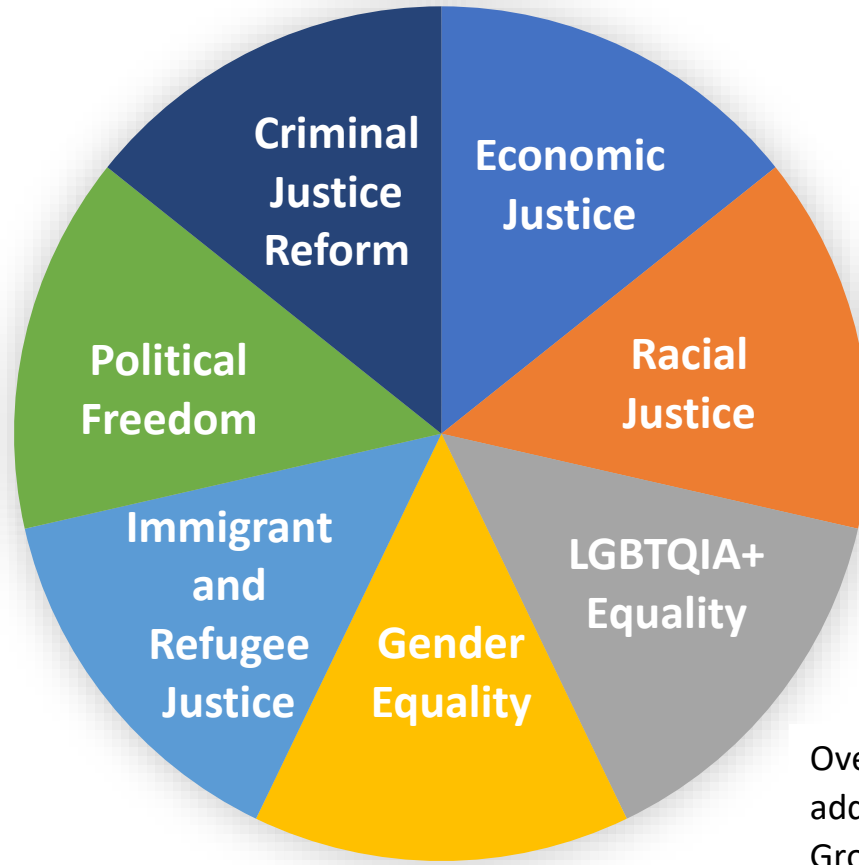


# UUAA Anti-Racism/Anti-Oppression Overview



Overlapping areas addressed by UUAA Groups

	UUAA Groups working on Anti-Racism/Anti-Oppression														
Common activities groups engage in	Alpha House/IHN	Climate Action   Climate Justice	Food Justice aka Mindful Eating Team	Habitat for Humanity	Humanist Discussion Group	Immigration Action Coalition	Kaleidoscope	Khasi Hills SAS Committee	Partner Church	Prison Books	Racial Justice Arc	UUAA Restorative Justice	UUCivs	UUs for Justice in the Middle East	UUSC Coffee Project
Work directly with impacted or oppressed communities	x	x	x	x		x	x	x	x		x	x	x		
Support the work of Community Partners	x	x	x	x	x	x			x		x	x	x		x
Offer activities for congregants to get involved (short/simple volunteer opportunities)	x	x	x	x	x	x		x		x	x	x	x		x
Educate our congregation about the issues		x	x	x	x	x	x	x		x	x	x	x	x	x
Educate Congregation about Personal Actions they can take in their daily lives		x				x	x				x	x		x	x
Advocate for change (at the Local, State, National or International level),		x	x	x		x	x			x		x	x	x	x

## UUA Groups Addressing Anti-Racism/Anti-Oppression

<b>Alpha House/IHN</b>		<b>Contact</b>	<a href="mailto:AlphaHouse@uuaa.org">AlphaHouse@uuaa.org</a> Sandy Eyl
<b>Communities Supported</b>	The families who temporarily live at Alpha House and need in home support from IHN (Interfaith Hospitality Network) are mostly women led, and mostly African American. These families have experienced homelessness in Washtenaw county, including but not limited to couch surfing with friends, living in their car, or even camping in summer, before they can get a placement at Alpha House.		
<b>Oppression Confronted</b>	Racism, social class oppression and in some cases sexism. These can be intersectional.		
<b>Activities planned this year</b>	We host families who are temporarily living at Alpha House four times per year. During our week volunteers are asked to bring a dish or heat up a meal in the shelter or to oversee children's activities after dinner. Volunteers can also donate to support our purchase of groceries and supplies which is directed by the staff of IHN at Alpha House.		

Climate Action / Climate Justice		<b>Contact</b>	<a href="mailto:climate@uuaa.org">climate@uuaa.org</a> Jeannine LaPrad, Ruth Mohr, Sandy Simon, Ed Lynn
<b>Communities Supported</b>	The goal is to address everything from UUA individuals to Washtenaw County to the World		
<b>Oppression Confronted</b>	The effects of climate change are disproportionately felt by minority and oppressed communities of all sorts. Our Green Sanctuary 2030 certification requires our active participation in supporting "frontline" communities.		
<b>Activities planned this year</b>	Identifying an effective, minority led climate justice community organization we can support as a congregation. Political advocacy. UUA education opportunities-- directly about climate justice/racial justice intersection, and about reducing our individual and community carbon footprint, which will infinitesimally help oppressed populations around the world. Real specifics scant right now... hopefully include collaboration with Anti-Racism/Anti-Oppression		

## UUAU Groups Addressing Anti-Racism/Anti-Oppression

<b>Food Justice aka Mindful Eating Team</b>		<b>Contact</b>	<a href="mailto:foodjustice@uuaa.org">foodjustice@uuaa.org</a> Cathy Jo Muha
<b>Communities Supported</b>	Everyone who eats/purchases food, animals raised for food, food workers		
<b>Oppression Confronted</b>	POC (People of Color) who farm or want to farm and their obstacles; oppressed communities and lack of access to nutritious foods; oppression against farm and restaurant workers, often POC.		
<b>Activities planned this year</b>	Meeting with farmers of color in our area, possibly having them speak to the congregation; panel discussion on regenerative agriculture (a POC farmer is highlighted).		

<b>Habitat for Humanity</b>		<b>Contact</b>	<a href="mailto:Habitat@uuaa.org">Habitat@uuaa.org</a> Michael R Muha
<b>Communities Supported</b>	Washtenaw County residents, including home ownership programs for low income residents, home improvement programs for medium income residents, Veterans Critical Repair and Weatherization Program for qualified veterans.		
<b>Oppression Confronted</b>	Habitat for Humanity was born more than 40 years ago on a farm in southern Georgia built on the principle of radical, racial inclusivity; this remains a core guiding principle in Habitat's work today. Black families comprise 40% of the total families we assist in becoming homeowners. Non-white households as a whole comprise two-thirds. We further invest in communities of color by helping revitalize the neighborhoods where we work through inclusive, asset-based neighborhood development, cooperative partnerships and local leadership development.		
<b>Activities planned this year</b>	Recruit and organize volunteers to help build quality, energy-efficient housing in Washtenaw County, raise money to help finance these houses, and publicize Habitat's housing policy strategies for remedying unequal conditions and opportunities for Black households so that everyone can thrive.		

## UUA Groups Addressing Anti-Racism/Anti-Oppression

Humanist Discussion Group		Contact	Bruce Gibb; Edythe Hough
<b>Communities Supported</b>	Undergraduate student at the University of Michigan		
<b>Oppression Confronted</b>	Difficulty in actualizing educational goals because of lack of resources		
<b>Activities planned this year</b>	In addition to ongoing discussions regarding racial injustice in the community, our group will educate congregants regarding an opportunity to support BIPOC (Black, Indigenous and People of Color) students in meeting their goal of a university education through the University of Michigan LEAD (Leadership, Excellence, Achievement, Diversity) Scholarship program.		

Immigration Action Coalition		Contact	<a href="mailto:IAC@uuaa.org">IAC@uuaa.org</a> Cesilie Cordovilla
<b>Communities Supported</b>	We support immigrant and refugee communities locally, nationally, and abroad.		
<b>Oppression Confronted</b>	Racism and oppression are rampant in the realm of immigration. We advocate against racist immigration laws, racist enforcement of immigration laws, racist policies held by politicians, racist policies held by local organizations and businesses, and more .		
<b>Activities planned this year</b>	Co-sponsorship of a local refugee family.		

Kaleidoscope		Contact	kaleidoscopeinfo@uuaa.org
<b>Communities Supported</b>	LGBTQIA+, queer, and trans community		
<b>Oppression Confronted</b>	Homophobia, biphobia, transphobia, heterosexism, compulsory monogamy, binary gender thinking, + intersectional harms		
<b>Activities planned this year</b>	Social + educational + advocacy activities, specific planning is in progress		

Khasi Hills SAS Committee		Contact	KhasiHills@uuaa.org Allen Duncan
<b>Communities Supported</b>	Students, parents and teachers of Mawkysiem Lower Primary School		
<b>Oppression Confronted</b>	religious, economic and racist discrimination toward those in the Khasi Hills		
<b>Activities planned this year</b>	annual meeting for sponsors, letter exchange for sponsors, sponsorship opportunities		

## UAAA Groups Addressing Anti-Racism/Anti-Oppression

<b>Partner Church</b>		<b>Contact</b>	PartnerChurch@uaaa.org Phyllis Ann Valentine and Lee Boeke Burke
<b>Communities Supported</b>	Our Partner Church minister supports two congregations, (city and village)		
<b>Oppression Confronted</b>	Opposition to Unitarianism as a religion; opposition from the Romanian government because of Hungarian culture and language.		
<b>Activities planned this year</b>	Hopefully a plan to travel to Transylvania and possible to support a visit from them.		

<b>Prison Books</b>		<b>Contact</b>	PrisonBooks@uaaa.org Phyllis Valentine and Dave Schwab
<b>Communities Supported</b>	Prison librarians and inmates		
<b>Oppression Confronted</b>	Racism and poverty influencing living conditions, opportunities and poor choices, and likelihood of arrest, conviction, sentencing & incarceration.		
<b>Activities planned this year</b>	Traditional: gathering, sorting, and distributing books. New: work with restorative justice, engage more directly with prison wardens.		

<b>Racial Justice Arc</b>		<b>Contact</b>	RacialJustice@uaaa.org Cindy O'Connor/Arika Lycan
<b>Communities Supported</b>	We support anti-racism groups in the community and congregants wanting to learn about anti-racism and how our culture is based on white-supremacy.		
<b>Oppression Confronted</b>	injustice to people of color		
<b>Activities planned this year</b>	"Me & White Supremacy" 5 week book discussion starting in mid-February, support the African American Cultural & Historical Museum of Washtenaw County, conduct 8th Principle discussion groups.		

## UUA Groups Addressing Anti-Racism/Anti-Oppression

<b>Restorative Justice UUA</b>		<b>Contact</b>
		healingandjustice@uuaa.org Carolyn Madden/Kathy Freidrichs
<b>Communities Supported</b>	We support the community of justice involved people in this county by promoting the restorative justice process in order to help heal the currently broken criminal justice system.	
<b>Oppression Confronted</b>	Mass incarceration affects primarily people of color and others in marginalized communities.	
<b>Activities planned this year</b>	We are developing a reentry ministry for women being released from Women's Huron Valley Correctional Facility in Ypsilanti. We are supporting 10 previously incarcerated citizens to be trained as Restorative Justice Facilitators in Washtenaw County. This will support the new county prosecutor in his goal to decrease incarceration rates. Six members of the group will attend the National Association of Community Restorative Justice conference in July 2022 in Chicago and have submitted an abstract to present there on the collaboration of community partners with our faith-based organization.	

<b>UUCivs</b>		<b>Contact</b>
		UUCivs@uuaa.org Lissa Oliver and Cheryl Barget
<b>Communities Supported</b>	Communities who experience voter suppression or other barriers that make it difficult for them to vote. Specific communities are low income and Justice Impacted.	
<b>Oppression Confronted</b>	Voter Suppression.	
<b>Activities planned this year</b>	Continue to offer support to VOTING Access for All Coalition (VAAC). Monitor the voter suppression petition and bills and help impacted communities overcome barriers to their voting.	

## UAAA Groups Addressing Anti-Racism/Anti-Oppression

UUs for Justice in the Middle East	Contact	uujme@uaaa.org Mark Jagner and Ruth Vail
<b>Communities Supported</b>	Palestinians, 60% of whom are refugees, living in the West Bank, Gaza Strip, State of Israel, refugee camps in adjacent countries and other countries around the world.	
<b>Oppression Confronted</b>	8 million stateless Palestinians are denied the basic human rights to a nationality and self-determination. Palestinian citizens and residents in Israel experience systemic racism and discrimination. Palestinians living under military occupation in the West Bank and an illegal military siege/blockade in Gaza are denied basic human rights, as are stateless Palestinians living in refugee camps in adjacent countries.	
<b>Activities planned this year</b>	Inform members of UAAA about Israeli violations of Palestinian human rights. Host discussions about actions we can take as individuals and as a congregation to support the Palestinian struggle for freedom and equality. Encourage members of UAAA to lobby Congress to support legislation and U.S. Middle East policies that prioritizes human rights. Consider a congregational resolution supporting the Palestinian Boycott, Divestment and Sanctions (BDS) movement.	

## UUAA Groups Addressing Anti-Racism/Anti-Oppression

<b>UUSC Coffee Project</b>	<b>Contact</b>	coffee@uuaa.org Cathy Whitaker, Marlin Whitaker, Donna Clark, Ilene Beninson, Hal and Cathie Breidenbach, Sara Gibb
<b>Communities Supported</b>	<p>Equal Exchange's mission: to create a new model of bringing the best from farms to the consumers in a manner that was direct, fair and sustainable to all involved: the environment, the farmers, our employees, our wholesale customers, and the public.</p> <p>UUSC's mission: UUSC (Unitarian Universalist Service Committee) advances human rights and social justice around the world, partnering with those who confront unjust power structures and mobilizing to challenge oppressive policies. Our work is grounded in the belief that all people have inherent power and dignity.</p>	
<b>Oppression Confronted</b>	<p>From Equal Exchange: Equal Exchange has a three-pronged vision: supporting worker-owned and farmer-owned farms, supporting organic food, and supporting authentic fair trade.</p> <p>A worker-owned cooperative is owned by the people who work there. Rather than focusing on profit, Equal Exchange focuses on transparency, equality in voting, free speech, and equitable distribution of income. Managers and entry-level employees own an identical share and receive an equal share of any profits or losses.</p> <p>From UUSC: We focus our work on intersecting roots of injustice to defend rights at risk due to criminalization and systemic oppression of people based on their identity.</p>	
<b>Activities planned this year</b>	Sell fair trade products that support the UUAA, UUSC and Equal Exchange; make educational materials from those groups available to the UUAA community	