
MARCH 2021 NEWSLETTER

Volume #22 | Issue #3 | Chalice Unitarian Universalist Congregation

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“This is a time of great hope.”

“We affirm that every one of us is held in Creation’s hand - a part of the interdependent cosmic web - and hence all strangers need not be enemies; that no one is saved until we all are saved where All means the whole of Creation.”

-William F. Schulz, U.U. minister and prior President of Unitarian Universalist Association.

Unitarian Universalists are like-minded individuals with different cultures and backgrounds, standing together in the love and light of divine. With growing awareness and compassion towards our community, may we continue to stand in the face of adversity and provide a loving example of what could be.



SUNDAY WORSHIP SCHEDULE

Sunday Service at 10 AM

Zoom Meeting ID: 832 129 662

<https://uuma.zoom.us/j/832129662>

After-worship COFFEE HOUR

<https://zoom.us/j/118751781?pwd=S0EyQmZLdjJuNnBIV1ZlWW0yZVFhZz09>

March 7 - Rev. Sharon Wylie

"Mending White Trauma" (Healing Trauma #7)

This is the seventh in a 10-part series on healing racialized trauma inspired by the book "My Grandmother's Hands" by trauma specialist Resmaa Menakem.

February 14 - Rev. Sharon Wylie

"Processing Emotion" (Spiritual Practice #3)

One of the purposes of spiritual practice is to help us process our emotions. This is the third service in a series on developing a regular spiritual practice.

March 21 - Rev. Susan Frederick-Gray

"Generosity is a Spiritual Practice"

(Description not yet available.)

March 28 - Rev. Sharon Wylie

"God Loves Trans People"

Today we mark International Transgender Day of Visibility, which occurs annually on March 31. The day is dedicated to celebrating transgender people and raising awareness of discrimination faced by transgender people worldwide.

MARCH CALENDAR OF EVENTS

Until further notice, Chalice activities and events will be held virtually

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
		10A Chair Yoga 12P Zoom Lunch Bunch 6P Yoga by Zoom 7P Executive Board mtg	9A Cracker Barrel group (Men's Breakfast group) 10A Coordinating Team mtg 12P Zoom Lunch Bunch 2P Coordinating Team mtg 6:30P Women's Support Group 7P Family Ministries Team mtg	10:30A Women's Meditation & Study group 12P Zoom Lunch Bunch *Chancel Choir Meeting and Rehearsal - cancelled*	4:30P RE Classes MS/HS	7P Concert with Tom Carlstrom
7	8	9	10		12	13
9A RE Classes for grades K - 5 10A "Mending White Trauma" (Healing Trauma #7) Worship Service 11:10A Coffee Hour	1P Poetry Group	10A Chair Yoga 12P Zoom Lunch Bunch 6P Yoga by Zoom 7P Board of Trustees mtg	9A Cracker Barrel group (Men's Breakfast group) 12P Zoom Lunch Bunch 5P "The Offering Circle" participatory worship 6:30P Women's Support Group 6:30P Men's Support Group	10:30A Women's Meditation & Study Group 12P Zoom Lunch Bunch *Chancel Choir Meeting and Rehearsal - cancelled*	4:30P RE Classes MS/HS	
14	15	16	17	18	19	20
9A RE Classes for grades K - 5 10A "Processing Emotion" (Spiritual Practice #3) Worship Service 11:10A Coffee Hour		10A Chair Yoga 12P Zoom Lunch Bunch 6P Yoga by Zoom 7P Women's Book Discussion Club	9A Cracker Barrel group (Men's Breakfast group) 12P Zoom Lunch Bunch 2P Coordinating Team mtg 6:30P Women's Support Group	10:30A Women's Meditation & Study group 12P Zoom Lunch Bunch 7P Chancel Choir Meeting and Rehearsal	4:30P RE Classes MS/HS	10A Worship Team mtg
21	22	23	24	25	26	27
9A MS RE Classes 10A "Loved Into Being" Worship Service 10A Worship Team mtg 11:10A Coffee Hour	6P Green Sanctuary Team mtg 6:30P Readers' Theater Group	10A Chair Yoga 12P Zoom Lunch Bunch 2P Staff mtg 6P Yoga by Zoom	9A Cracker Barrel group (Men's Breakfast group) 12P Zoom Lunch Bunch 5P "The Offering Circle" participatory worship 6:30P Women's Support Group 7P Prayer Circle	10:30A Women's Meditation & Study group 12P Zoom Lunch Bunch 7P Chancel Choir Meeting and Rehearsal	4:30P RE Classes MS/HS	
28	29	30	31			
9A RE Classes for grades K - 5 10A "God Loves Trans People" Worship Service 11:10A Coffee Hour		10A Chair Yoga 12P Zoom Lunch Bunch 6P Yoga by Zoom	9A Cracker Barrel group (Men's Breakfast group) 12P Zoom Lunch Bunch 6:30P Women's Support Group			

MINISTER'S MESSAGE

March is the one-year anniversary of the start of the pandemic. February 23, 2020 is the last Sunday I was physically in the pulpit on a Sunday morning. My two-week vacation started the next day, and the week I returned to work is when the stay-at-home orders came in California. March 15, 2020 was our first Sunday online.

At our May 17, 2020 worship service, I shared with you a statement from Rev. Susan Frederick-Gray, president of the Unitarian Universalist Association, that included this: "Based on advice from experts, we continue to recommend that congregations not gather in person. We also recommend that congregations begin planning for virtual operations for the next year (through May 2021)." Reading these words, I wept. And many of you wept with me.

The awareness that we are approaching one full year of the pandemic—one full year of "crisis living," as it has been called—weighs on many of us. As I write this in late February, we have just marked 500,000 deaths from coronavirus in the United States. It is a terrible loss, made more painful by our knowledge that many deaths could have been avoided with better federal leadership.

But this is also a time of great hope. The pressures and anxieties feel palpably better since the inauguration of President Biden, which has brought with it the knowledge that competent and dedicated people are working hard to ensure vaccine distribution. More and more people are getting vaccinated. More and more people are now getting the second vaccine dose, meaning they are fully vaccinated. We are seeing the case numbers drop.

Yes, we are still living through a traumatic event that we can't process yet because it's not over. And there are new variants of the virus to be concerned about. Still, this is—finally!—a time when we can start to imagine more meaningfully what the future may bring. It certainly feels possible that we will be able to meet in person by this fall.

And that brings us to one of the strange gifts of this terrible time: we've learned that technology can make us accessible to people who can't physically get to Chalice because of challenges associated with things like illness, transportation, timing, family needs, and physical distance. As excited as we are to foresee being together in the physical world, we also know that we won't just go back to how things were "before." Instead, we will continue to incorporate technology into our congregational life, so that our doors remain as open as possible to all who are seeking.

There is much to be excited about as we look ahead.

Bright blessings,
Sharon



Reverend Sharon

To schedule an appointment with Rev. Sharon:

Online: <https://calendly.com/revsharonwylie/>

Text or call: 619-871-9959

Email: SWylie@ChaliceUUCongregation.org

PRESIDENT'S COLUMN

Focus Groups and Congregational Goals

As you may recall, we had a series of focus groups where we asked open questions about Chalice and its future.

The Open Question Task Force reviewed and collated the data and presented the results to the board at the end of January at the annual Board/Coordinating Team Retreat. This group reviewed the results and picked two congregational goals for 2021-22. These goals were approved by the Board at the February board meeting.



Dean Goddette

Board President

"As we transition back to face-to-face gatherings, our goal is to continue to increase the online accessibility of our worship, meetings, events, and activities, so that "online membership" is a meaningful possibility."

This goal reflects the upcoming transition (at some point in the next year) when we will be able to meet in person again. We have learned that a great deal of work can be accomplished virtually, and we need to find ways to accommodate this moving forward.



"To more fully live our UU values in our journey toward wholeness, we commit to explore ways within our congregation to become a greater source of nourishment for Black, Indigenous, and people of color (BIPOC). At a minimum, we want our white congregants not to marginalize our BIPOC congregants. More purposeful work may focus on changing internal congregation dialogue to include structural racism, white nationalism and dismantling white supremacy."

In the focus groups, we heard a clear desire for more diversity but also that the work involved in dismantling white supremacy culture is creating some discomfort. We acknowledge that discomfort but lean into it rather than back away.

As with any UU congregation there were many ideas and thoughts expressed at the focus groups. Those are all still valid. Picking these two goals does not mean that other meaningful work will stop. The goals will be used by the various committees to see how they can contribute to progress in these areas over the next year.

We will be putting out a summary of the report so that everyone can see the breadth of interests and concerns at Chalice. Once again, thank you to everyone who participated in the Focus Groups!



News for Newcomers

Welcome to Chalice! We are glad you are here. All are welcome at Chalice, especially in this time of separation and uncertainty. We strive to be a beacon of liberal religion in North Inland San Diego County.

Even during this time of the Covid-19 pandemic, we are vibrant and thriving in many ways. Although we cannot meet in person, we have numerous activities, starting, of course, with our Sunday Services at 10 AM on Zoom (<https://uuma.zoom.us/j/832129662>).

Check out:

[Chalice's Youtube Channel](#)

Focus on anti-racism

A major focus of our congregation over the last 6 to 8 months has been to recognize racism in our own community and develop concrete steps to try to overcome it. To this end, a group of senior Chalice members created a Transformation team. The mission statement of the Transformation team is, "Through education, self-reflection and social action, the Transformation Team will assist the congregation to identify and dismantle white supremacy and racism in ourselves, at Chalice, within our UU faith and the world."

To begin this process in our congregation, the team began by encouraging Chalice congregants to read the book *White Fragility*, written by a white professor Robin DiAngelo for white people. Jonathan Capehart, who in a recent article in the Washington post titled "Dear White People, Please Read White Fragility," wrote "DiAngelo forces white people to see and understand how white supremacy permeates their lives and to recognize how they perpetuate it. More importantly, she shows them what they can do to change themselves and dismantle this pernicious system." It is also recommended by the UUA.

In this process, the Transformation team developed a series of weekly zoom meetings where readers in the congregation could discuss their reactions and thoughts. Many of us became aware after only reading a few pages that we were really white supremacists but didn't recognize it until reading very first portions of the book.

Each year, our congregation led by the Board develops a few Congregational goals for the coming year. In the current year, the primary goal is, "To more fully live our UU values in our journey toward wholeness, we commit to explore ways within our congregation to become a greater source of nourishment for Black, Indigenous, and people of color (BIPOC). At a minimum, we want our white congregants not to marginalize our BIPOC congregants. More purposeful work may focus on changing internal congregation dialogue to include structural racism, white nationalism and dismantling white supremacy."

To further this goal, the Transformation Team initiated another book read, this time, an impactful book, *How to be an AntiRacist* by Ibram X. Kendi". As with the former book, the team organized weekly discussion groups.

These are some of the activities going on at Chalice in our attempts to overcome racism and white supremacy. We feel this emphasis is necessary at this crucial time in our country's history. We hope you will find these efforts about our values meaningful and that you might seek to join us in trying to achieve these goals.

Zoom links and information for all of Chalice's activities and events are available in our weekly email, the E-nuus. You will be invited to join our email list once you have attended a Sunday worship service.

Many other activities can be found on the Chalice website, www.chaliceuucongregation.org

On behalf of the Chalice Greeters Team,
Richard K.



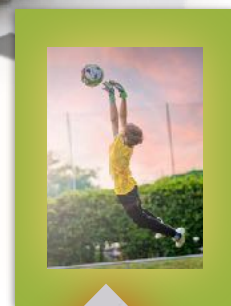
Chris O'Connor

**Director of Family
Ministries**

FAMILY MINISTRIES

The Family Ministries Team is Hosting
The First Ever

CHALICE EASTER VARIETY SHOW



Chalice Family Ministries Team is planning to host an Easter Variety Show for all families. We invite our families with youth, from babies to young adult, to share their talents, art, music, skits, and more in a virtual variety show. Performances may be shared live on zoom or pre-recorded.

Families are invited to hide an Easter egg in their performance or room for a little added egg-hunting fun. Our variety show is expected to take place Easter weekend, please watch for more details coming your way!

Middle School class
now on every
THIRD Sunday from
9 AM- 10 AM.

30 Days of Love

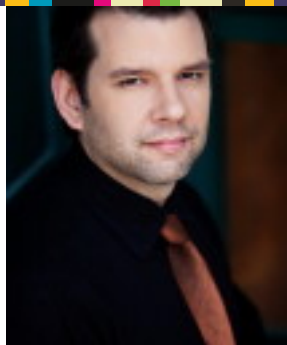
In February, the Religious Education classes enjoyed activities that followed the focus of the UUA 30 Days of Love 2021. This is an annual celebration that lifts up the ways that UU's and partner organizations are taking action for intersectional racial justice. Keeping in mind the four themes of this year's 30 Days of Love celebration, the K-5 RE classes found ways to show love and kindness to others, practiced loving kindness meditations, sang uplifting and activist songs, and discussed what we can each do to take action.

These were the areas of our focus of the 30 Days of Love this year:

- We can all do our little part to change the world.
- We all deserve to be accepted, included, and loved exactly as we are.
- We can change and grow and help others to do so, as well, with new ideas and information.
- If we can learn how to repair our own broken relationships, we can grow to repair a broken world

If you are interested in more activities for your family to enjoy, click on this link:

[https://
sidewithlove.org/
30-days-of-
love-2021-family-
multigenerational](https://sidewithlove.org/30-days-of-love-2021-family-multigenerational)



Tim McKnight

Music Director

MUSIC MINISTRIES

Musical Chalice Auction Offering: Chalice Cabaret Watch Parties!



Missing Cabaret?
Wondering what this
"Cabaret" thing is anyway?
As part of our 2021

Chalice Auction, two Zoom Cabaret Watch Parties are scheduled this Spring, and the first one will take place on Saturday, March 27 @7pm. Didn't purchase this event at the auction? There's still time to donate \$20 to get your seat at the party! Look for instructions in the weekly E-NUUS for how to sign up.

Many thanks to Tim McKnight, Deb C., Judy W., and Paul D. for creating such a special program! Here is their description of the event from the Chalice Auction website:

In 2005, the very first "Chalice Cabaret" debuted. What started out as a relatively small, simple performance evolved over the next decade into an extravaganza featuring Chalice's own congregants and friends in all their singing, dancing, and costumed splendor. So far there have been 9 Cabaret productions, all of which have been captured on video! There is so much great material that we are putting together two different evenings of Cabaret highlights -- you'll see many of your favorite Broadway solos, duets, and group numbers, as well as a montage of kids' numbers (watch our Chalice kids grow up before your eyes)! Join us on Zoom as we watch together -- you provide your snacks and drinks and we provide the entertainment!

Chancel Choir Rehearsal

The Chancel Choir currently meets online every Thursday from 7p – 8p; excluding March 4th and 11th which are cancelled. This is a time to discuss anthems for worship and other choral projects, as well as enjoy fellowship with each other. It is difficult to actually sing together over Zoom, so vocal rehearsing and recording of music is done outside of the meeting. Contact Music Director, Tim McKnight, at Music@ChaliceUUCongregation.org for zoom information.



Tom Carlstrom's "Concert At Home" on Saturday, March 6th @ 7 p.m.

Join Tom Carlstrom via Zoom on the **first Saturday of each month at 7pm** for 40 minutes of song followed by visiting with fellow concert attendees. Every month is something new! Watch the weekly ENUUS prior to the first Saturday of the month for Zoom connection details. Donations to Chalice are gratefully accepted.



Hymnals for Worship Services

If you would like to borrow hymnals from Chalice, please send an email to Music@ChaliceUUCongregation.org with your name, email, and phone number, and you will be contacted to arrange for pickup or delivery. If you prefer to purchase hymnals, they may be purchased from the UUA bookstore, www.UUABookstore.org, or from Amazon, Smile.Amazon.com.

Looking Ahead:

Choir Rehearsal via Zoom	Thursdays @7p
Concert At Home With Tom Carlstrom (Zoom!)	First Saturday of the Month @7p
Cabaret Watch Party 1 (Zoom!)	Saturday, March 27 @7p
An Evening with Tim and Jennifer: A Virtual Concert	April 24 @7p
Don and Friends Virtual Concert	Sunday, May 6 @ 6p
Cabaret Watch Party 2 (Zoom!)	Saturday, May 22 @7p

BOARD REPORT

The Chalice Board of Trustees met for the regularly scheduled monthly meeting on Tuesday, February 9, 2021 at 7 PM on Zoom. President Dean Goddette presented a Board Development video on how to develop good leadership skills. The Board voted unanimously to approve the Chalice Congregational goals developed at the January 2021 Board/Coordinating Team joint retreat, which are based on information gathered from the Focus Groups held in December 2020. A Board task force is forming to begin updating the Chalice By-Laws to address issues that have arisen concerning holding meetings by Zoom. A list of possible candidates for positions on the Board was presented by the Nominating Committee for review. The Board took up the question of possibly reducing the size of the Board of Trustees. Discussion followed, but no action was taken.

COORDINATING TEAM REPORT

Goal: Strengthen the ways in which congregants offer care and support to each other.

- In progress: Brainstorming a new leadership/"whole-person" development series.
- Pathways Team will be implementing a "Getting to Know You" Program.
- Congregants have been providing care and support to others with recent losses and illness.

Goal: Increase financial support for Chalice's operating budget, including pledging, congregation-wide fun(d)raising activities, and funding from outside the congregation.

- Discussed budget forms and developing new verbiage to better reflect our new goals.
- Creating the FY22 budget is in progress.
- Partnered with the Auction Team to reopen auction for remaining events and activities.
- Stewardship Team will launch a two-week pledge drive starting March 28, 2021.

Oversight of Chalice programs and committees.

- Conducted the Council of Chairs meeting.
- Overseeing a variety of campus improvements, including landscaping work.
- Continuing to plan for our future memorial wall.

NOMINATING COMMITTEE

The Board Wants YOU and Your Leadership Skills!

It has been an unforgettable year, unlike any other we have lived, and through it all, your Chalice community has been there for you. Rev. Sharon, our fantastic staff, and the Coordinating Team have done an exceptional job keeping us together through the pandemic and uncertain political times.

And behind the scenes, the Board of Trustees continues its critical work of envisioning Chalice's future. Many of Chalice's long-time Members have previously dedicated their time and talents toward serving on the Board, and now is the time for fresh ideas. Maybe it's time you contribute your talent and unique life skills to moving us toward an even stronger future!

Open positions include:

Vice-President

Treasurer

Two Trustee positions



Chalice's Nominating Committee (Kathy Z., Marshall F., and Richard K.) is seeking nominations for open positions on the Board of Trustees for the 2021-2022 congregational year beginning July 1, 2021. Open positions include two Trustee positions.



Recommended qualifications vary depending on the position, and are available in the Chalice Wiki, in the Policy Book at Chapter 5, page 31, available at this [link](#). (You don't have access to the Chalice Wiki? Our Congregational Administrator, Marie Kim, can set you up; email her at Office@ChaliceUUCongregation.org.)

If you wish to serve Chalice as a member of the Board, or to suggest another congregational Member, or have any questions about serving, please contact Kathy Z. at XXX or XXX.

Nominations must close by **Wednesday, March 10, 2021**; but of course, the sooner we can put together a solid slate of candidates, the better!

Green Sanctuary Team

Landscaping with Native Plants is a Unitarian concept.

Would you be surprised to hear non-native landscapes described as “a burden”? That’s exactly what Douglas Tallamy, author of an extraordinary book, *Bringing Nature Home*, calls them. Doug, an entomologist, is absolutely passionate about native plants. That’s because you can’t have one without the other. He warns us that with native birds, butterflies, reptiles and mammals relying directly or indirectly on native plants for food and cover, the entire web is breaking down.



Exotic landscape specimens are living statues, good for perching on and that’s about it.

It’s OK to have some beautiful “statues” in your yard. **But if we continue to entirely displace our native plants, we will let nearly all of the wild critters native to San Diego County disappear forever. It is in keeping with our 7th Principle to modify our outdoor spaces to meet the needs of other species.**

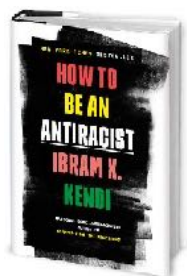


We have landscaping “blanks” at Chalice. And many of us are ready to turn parts of our lawns and succulent beds into drought-tolerant native plant gardens. We can do this with help from organizations like the California Native Plant Society, which maintains a list of native plant nurseries at CNPSSD.org. Some in our Chalice community have experience landscaping with natives, and we invite them to contact the Green Team at the email address below.



Chalice Green Team meets the 4th Monday of every month at 6:15 pm. via Zoom. Contact: ChaliceUUCgreen@gmail.com

GROUP ANNOUNCEMENTS



Transformation Team

In January and February, the Transformation Team read *How to Be an Anti-Racist* by Ibram X. Kendi along with a group of Chalice congregants. This followed our reading in fall of Robin DiAngelo's *White Fragility: Why It's So Hard for White People to Talk About Racism*. DiAngelo's book prepared us to accept some hard messages about White Supremacy and White people's role in it. Kendi's book gave us a method of countering racism and its intersection with gender, gender identity, sexual orientation, skin color, culture, and more.

Kendi's message is: Racism is embedded in policies, not people. We have a choice of being anti-racist by fighting policies, or staying on the sidelines of struggle by clinging to the notion that we, individually, are "not racist."

The Team recently distributed its "Practice of 'Ouch'" e-mail to the congregation to help us avoid unconscious but harmful comments we may make to each other. Please join us in March and beyond as we gather ideas from congregants for ways that Chalice can be more welcoming to people of color, and even more active in serving the communities where Chalice members live.



Women's Book Discussion Club

This month we will be discussing *Madame Fourcade's Secret War* by Lynne Olson March 16th at 7 pm via Zoom. This is a true story of Marie-Madeline Fourcade (code name Hedgehog) who led France's largest spy network (The Alliance) against Hitler during occupied France during World War II."

Email Mary B. at XXX for Zoom log-in if interested in joining the discussion.

"SAE/Microaggression Tool Kit" was developed by the Transformation Team. It details what the Practice is and how to use it.

Toolkit is located on the next page.

If you have any questions, please contact the Transformation Team at ChaliceTransformation@gmail.com.



Chalice UU -- SAE/Microaggressions Tool Kit

In partial response to Widening the Circle, and consistent with our mission to help the congregation dismantle white supremacy culture, the Chalice Transformation Team is introducing the “Ouch” practice to encourage us to interrupt, and hopefully in time eliminate, microaggressions here at Chalice. These are almost always unintentional and originate from our implicit or unconscious bias. When we carry out this practice with love and compassion, it will be a gift to each.

1. What are Microaggressions or SAE's

“Where are you from, where are you really from”

“I think your accent is so cute” “You speak English so well”

“You don’t look African” “You don’t look Jewish” “You’re so articulate” “I love your hair, can I touch it?”

These are a few examples of **Microaggressions** (go to pg. 18 for additional examples). When spoken to Black, Indigenous, or other people of color, these are harmful. Especially when they are experienced over and over. **They are also known as Subtle Acts of Exclusion (SAEs)** . They’re **Subtle** because they can be confusing and hard to identify; they are **Acts** that are said or done and they serve to **Exclude** by inferring that you're different or you don't belong. Ibram X. Kendi, in his book *How to be an Anti-Racist* contends that the harm of these acts should not be minimized. He considers them just another form of **racial abuse** .

SAEs reflect our implicit biases. Although racist oriented SAE's are of particular interest they also show up in our interactions with those different in nationality, sexual orientation, gender, faith, political affiliation, socioeconomic class, and abilities. The impact of exclusion is a problem not only for an individual, but also for the larger culture where the repetition of microaggressions reinforces and maintains systems of power, inequality, bias, and what it is considered “normal.”

SAE's are very common. We have all committed them.

During a microaggression, one can occupy one of three possible roles. The **initiator** is the person who performs the microaggression. The **subject/victim** is the person to whom the microaggression is directed. If there are more than two people involved, there may be **observers** who are witness to the SAE. When an observer speaks up, they become an **ally** . An ally shares the burden with the subject. If an observer does not speak up, they are a **bystander** .



2. Guidelines for Speaking up as the Subject/Victim of SAE's or as an Observer

The first step in eliminating microaggressions is to make the subtle very visible. As the subject/victim or an observer of a microaggression/SAE, one should immediately **pause the action** by saying something simple. At Chalice we plan to adopt the **"Ouch"** reaction. One can also say "Pause" or "Hold." Say it right away.

It's ok not to be certain what to say.

It's ok not to be certain it is an SAE you heard or experienced. But it is important to pause the conversation if you heard something that made you feel uncomfortable.

Assume good intentions. Oftentimes SAEs slip out when people intend a compliment ("You're so professional."); when they are curious ("Where are you really from?"); when they want to show comfort ("You're from Jamaica? I love Bob Marley!"), or when they are trying to be funny ("Can we get el mucho discounto?"). Call out culture is unproductive and toxic. Instead, think of speaking up as "calling people in" to a conversation. ("Hold up/Ouch. I know you didn't mean anything bad by that, but something about it doesn't feel quite right. Can we think about this together?").

Do your best to speak with compassion. Remember, especially for those of us who are white, we have all committed SAE's and will probably commit them again.

Explain why the action was paused.

Identifying how an SAE excludes the subject is helpful:

- You are invisible.
- You [or people like you] are inadequate.
- You are not an individual.
- You don't belong.
- You are not normal.
- You are a curiosity.
- You are a threat.
- You are a burden.

If you are the subject/victim it can be understandable that you may not be ready for the conversation. Agree to meet the Initiator at another time.

If you're not sure what to say, begin by sharing how you feel.

If you're not sure it is an SAE, engage those present to figure it out together.



Have patience but expect progress. We are asking ourselves to start what is bound to be a difficult conversation, to open yourself up for potential negative repercussions. It's important to keep a level head and be in tune with your own readiness for the conversation. Keep in mind, the initiator might never have gotten feedback before. If you are the person who paused the conversation, you have a duty of care to the person you interrupted. If you interrupted as an Observer you also have the duty of care to check in with the subject of the SAE. Try to minimize any adverse impact on the individual initiator.

Most importantly, avoid pretending it never happened. This renders the subject invisible and silently condones the SAE.

Remember, it is possible to have a microaggression occur even when a subject or victim isn't present, such as using negative stereotypes or referring to marginalized groups in a dehumanizing way.

3. Guidelines for Responding as the Initiator of an SAE

IT HAPPENS! Expect it to happen. If you have been called "in" as the initiator, **listen for understanding**. Spend your mental energy listening to understand the speaker's perspective instead of trying to formulate a response or defense. Do whatever you do with grace ("I hear what you are saying, and I would like to take a moment to process it."). **Replace defensiveness with curiosity and empathy**. Don't attempt to clarify your intent, rather concentrate on the impact of your comment on others. Consider asking follow-up questions or paraphrasing what the other person is saying. Look the other person in the eye and make sure your body language is open.

The direct benefits of having productive conversations include: increased feelings of inclusion for people with marginalized identities; more trust among everyone, more collaboration across organizations; improved ability to give feedback on other issues, and a culture of transparency, interpersonal civility, and accountability.

To avoid being an initiator, **think before you speak**.

- Is what I am about to say/ask based on stereotypes or assumptions about a marginalized group?
- Is it unnecessarily intrusive?
- Am I overstepping?
- Is it based in kindness and generosity or the opposite?
- Do I have the authority/right to tell/ask this person to comply with my request?
- Is this a good use of my authority/privilege?
- Would I say the same thing to a person of a different gender/color/race, etc.?



- Is this going to make the person feel inadequate or as if they don't belong?
- Does this question their normalcy or make them feel like a threat or a curiosity?
- Will this make someone feel invisible, as if they are not an individual?
- Have I focused, gotten context clues, and seen a person as an individual before making assumptions?

4. Becoming an Ally

It is a delicate balance to amplify marginalized voices without speaking over them. When you stand up for the subject of an SAE, you relieve them of the pressure of having to process the affront while confronting the initiator. One should never call attention to an SAE to serve their own ego and embarrass someone. It should be a compassionate act of caring, designed to help another stay in relationship with people. The information you want to give will be useful and likely to increase their emotional intelligence and cultural fluency. Don't act superior. Allow the person to share their perspective, confusion or perhaps their hurt and embarrassment. People open to constructive criticism offered in kindness and love will ask clarifying questions in search of greater understanding so they can avoid repeating the SAE.

(All material quoted and paraphrased from *Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions* by Tiffany Jana and Michael Baran)

Resources:

- Table of Racist oriented SAEs -- Next Page
 - 6 types of microaggressions that harm LGBTQI people an article from the Psychology Benefits Society
 - Go to the [The Microaggression Project](#) for real life examples that folks experience every day in all the areas.
 - Go to the [Project Implicit](#) and take tests to find out your implicit bias' about race, gender, sexual orientation, and other areas!

Table of Racism Oriented SAC's

Adapted from : Wing, Capodilupo, Torino, Bucceri, Holder, Nadal, Esquilin (2007). Racial Microaggressions in Everyday Life: Implications for Clinical Practice. American Psychologist, 62, 4, 271-286

THEMES	SAC'S	MESSAGES
<i>Alien in own land</i> When Asian Americans and Latino Americans are assumed to be foreign-born	"Where are you from?" "Where were you born?" "You speak good English." A person asking an Asian American to teach them words in their native language.	You are not American You are a foreigner
<i>Ascription of Intelligence</i> Assigning intelligence to a person of color on the basis of their race.	"You are a credit to your race." "You are so articulate." Asking an Asian person to help with a Math or Science problem.	People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in Math / Sciences.
<i>Color Blindness</i> Statements that indicate that a White person does not want to acknowledge race	"When I look at you, I don't see color." "America is a melting pot." "There is only one race, the human race."	Denying a person of color's racial / ethnic experiences. Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.



THEMES	SAC'S	MESSAGES
<p><i>Criminality – assumption of criminal status</i></p> <p>A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.</p>	<p>A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes.</p> <p>A store owner following a customer of color around the store.</p> <p>A White person waits to ride the next elevator when a person of color is on it.</p>	<p>You are a criminal.</p> <p>You are going to steal / You are poor / You do not belong / You are dangerous.</p>
<p><i>Denial of individual racism</i></p> <p>A statement made when Whites deny their racial biases</p>	<p>"I'm not a racist. I have several Black friends."</p> <p>"As a woman, I know what you go through as a racial minority."</p>	<p>I am immune to races because I have friends of color.</p> <p>Your racial oppression is no different than my gender oppression. I can't be a racist. I'm like you.</p>
<p><i>Myth of meritocracy</i></p> <p>Statements which assert that race does not play a role in life successes</p>	<p>"I believe the most qualified person should get the job."</p> <p>"Everyone can succeed in this society, if they work hard enough."</p>	<p>People of color are given extra unfair benefits because of their race.</p> <p>People of color are lazy and / or incompetent and need to work harder.</p>
<p><i>Second-class citizen</i></p> <p>Occurs when a White person is given preferential treatment as a consumer over a person of color</p>	<p>Person of color mistaken for a service worker</p> <p>Having a taxi cab pass a person of color and pick up a White passenger</p> <p>Being ignored at a store counter as attention is given to the White customer behind you</p> <p>"You people ..."</p>	<p>People of color are servants to Whites. They couldn't possibly occupy high-status positions.</p> <p>You are likely to cause trouble and / or travel to a dangerous neighborhood.</p> <p>Whites are more valued customers than people of color</p> <p>You don't belong. You are a lesser being.</p>



THEMES	SAC'S	MESSAGES
<i>Environmental microaggressions</i> Macro-level microaggressions, which are more apparent on systemic and environmental levels	A college or university with buildings that are all names after White heterosexual upper class males Television shows and movies that feature predominantly White people, without representation of people of color Overcrowding of public schools in communities of color Overabundance of liquor stores in communities of color	You don't belong / You won't succeed here. There is only so far you can go. You are an outsider / You don't exist. People of color don't / shouldn't value education. People of color are deviant.
<i>How to offend without really trying</i>	"Indian giver." "That's so gay." "She welshed on the bet." "I jewed him down." "That's so White of you." "You people ..." "We got gypped." Imitating accents or dialects Others?	

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