

## **Examples of Actions that Westside UU has Taken to be Accountable in the Work of Dismantling Racism and other Oppressions**

Without accountability our best intentions often do not result in meaningful action. The Westside Racial Justice Change Team (RJCT) offers these examples of actions that the RJCT has initiated, often in collaboration with other members and friends of Westside, to be accountable to the work of dismantling racism and other oppressions. This list of examples is not meant to be comprehensive, but it meant to provide congregants with a better understanding of what accountability looks like.

**WSUU Equity Decision Tool** – Development and adoption of WSUU’s [equity decision-making tool](#). The tool encourages everyone involved within our congregation to think about and address the equity impacts of our choices in programming, worship language and structure, RE curriculum, staffing, funding, and policy.

**Beloved Conversations**, 2019 – 2021, Ongoing opportunity for congregation members who are seeking to embody racial justice as a spiritual practice. In [Beloved Conversations](#), we are here to heal the impact of racism on our lives, in order to get free together.

**Conversations for Connection**, 2021, Ongoing project to provide space for Westside members and friends to listen deeply to one another to build a true Beloved Community. While these conversations were not specifically related to racial justice issues, the practice of deep listening, with empathy and without judgment, is central to building respectful, accountable relationships.

**White Center Food Bank Volunteer Program**, 2021. Ongoing project to support a local BIPOC-led organization whose work is committed to achieving greater equity in our community.

**Congregational Cultural Competence Training**, 2019 and 2020 – Two congregation-wide training sessions designed to increase our collective understanding of the impact to those that are marginalized by the dominant culture presented by Richard Kim of Cultures Connecting.

**Conversations for Liberation**, 2019, Westside hosted small-group conversations on the topic of : *How will we move our faith forward toward greater justice?* Our conversations were part of a [UU-wide series of conversations](#).

**Common Quest discussion** of Ijeoma Oluo’s book “So You Want to Talk About Race” 2020

**RJCT Pilot Affinity Group** centered around the discussion of Kathy Obear’s book “... *But I’m Not Racist*”. 2019-2020

**There are many other examples of individuals and groups at Westside who are holding themselves accountable by creating opportunities for the congregation to work toward dismantling racism and other oppressions. We invite everyone in the congregation to join in this work.**

*What if accountability wasn’t scary? It will never be easy or comfortable, but what if it wasn’t scary? What if our own accountability wasn’t something we ran from, but something we ran towards and desired, appreciated, held as sacred? What if we cherished opportunities to take accountability as precious opportunities to practice liberation? To practice love? To practice the kinds of people, elders-to-be, and souls we want to be? To practice that which we can only practice in real time? After all, we can only practice courage when we are afraid. We can only practice taking accountability when we have wronged or harmed or hurt. Practice yields the sharpest analysis. – Mia Mingus, “Dreaming Accountability” (excerpt)*