

## What is the Jubilee Two Workshop?

The Jubilee Two workshop assists participants in developing a UU spiritual and theological grounding for anti-racist/anti-oppressive action. It prepares participants to take leadership roles against racism in their congregation and in their community. The workshop is an intensive two and a half day program on institutional racism, which runs from Friday evening through Sunday afternoon that is designed to equip participants with an institutional and historical analysis of racism in the United States. Exercises in the workshop explore the historical development and power dynamics of racism, the social construction of racial identity, and an analysis of the three manifestations of racism (individual, institutional, and cultural).

To deal effectively with systemic racism it is important to have an accurate diagnosis of racism and to use terms that have clearly understood meanings. We call this the process of developing a common analysis. Some of the issues discussed in this process are:

- Using the definition: Racism is prejudice plus the systemic misuse of power
- Seeing how racism operates at the personal, institutional, and cultural levels
- Learning about the historical context of race and racism in our nation, in our denomination, in the local church, and in the local community
- Doing a power analysis of the dynamics of racism so that we realize that racism not only has devastating consequences for people of color but it also provides undue privilege and power for white people in our society
- Understanding the power of racism to shape our personal, social, and spiritual identities

Getting consensus on a common language concerning racism is a challenging task. People need time to struggle with core concepts in order for that to happen. But having a common analysis empowers people to make real institutional change. This workshop is appropriate for congregations, districts, or clusters that are in the process of building consensus on the need to be an anti-racist institution, which includes making a significant institutional and financial contribution to support a Transformation Team.

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