

In This Issue

- Our Caring Community
- DRUUM GA 2021
- DRUUM Steering Committee Nominations
- DRUUM Organizer Drop In
- Narrating Our Histories, Narrating our Future
- 8th Principle Homily
- Notations

OUR CARING COMMUNITY

Our DRUUMM Chaplains emerged from the fire of anti-racism transformational work, the space where our early religious professionals and lay leaders connected. There were around 100 BIPOC who formed our earliest DRUUMM community, and a majority were engaged in national level activities, UUA Staff, and committees. As a volunteer-led organization, roles often developed organically and always in response to our community needs.

Over the last decade, Rev. Dr. Hope Johnson and Rev. Chester McCall have been two of our stalwart DRUUMM Chaplains alongside Rev. Dr. Danielle Di Bona. They have tended to the concerns of our community, giving generously and cultivating an unspoken yet core part of our mission - nurturing a caring community, a beloved community, that sustains us as we work for self-determination, empower our culturally specific ministries, and organize for racial justice.



OUR CARING COMMUNITY

Our Chaplains have supported our Steering Committee and our members in denominational leadership. They have been a sounding board during difficult times, they have designed programs such as right relations teams at General Assembly, worship at Finding Our Way Home, and mentoring with youth and young adults. Many of these activities have become institutionalized and a part of our UU culture. In the last two years, DRUUMM has doubled in membership with new people engaging from every region of the UUA. We are also building a vibrant network of facilitators of over 50 local BIPOC UU groups that combined are in relationship with 1,000 BIPOC UU. We are noticing these positive changes, the new and different kind of requests we receive where a chaplain or pastoral care outreach are meaningful.

Today, we are excited to be expanding our chaplain program with the formation of a new DRUUMM Chaplains Team. We have heard from many of you about the value of the care and support we can provide one another through DRUUMM, and the need for more capacity.

In particular, we have an intention of increasing our support for folks at the local and regional level.

We have been in conversation with a range of BIPOC UU ministers regarding serving on the new chaplain team now, or in the future, and preparing to formalize a team this year. In addition, we're envisioning a lay ministry training program at a later date to offer more opportunities for skills building in pastoral care and worship arts. Look for a new pastoral care request form and the announcement of our new Chaplain Team coming soon.



DRUUMM Lead Chaplain
Rev. Danielle Di Bona
info@druumm.org

DRUUM GA 2021



2021 DRUUMM VILLAGE

June 21-27th 2021

Circle 'Round for Justice, Healing, Courage

DRUUMM Village will begin on June 21, 2021, and finish on June 27, 2021, Community will gather, hold space, support and lift one another up for the work we will do before, during, and beyond the UUA General Assembly. I'd like to invite on behalf of the Steering Committee Beloveds to respond to a survey about DRUUMM Village programming.

This will help better shape the schedule and the amount of time we will have for programming. Thank you in advance for your time in doing this. The url for this survey is <https://forms.gle/aznsxV3UqXidGwk36>

Imari Kariotis

DRUUMM Assembly Conference Meetings Coordinator

druummacmc@gmail.com

DRUUMM STEERING COMMITTEE NOMINATIONS

DRUUMM Steering Committee Nominations Open

Join the Open House on Sunday, February 28, 6:30-7:30pm ET/3:30-4:30pm PT

We are happy to announce the opening for 2021-2022 DRUUMM Steering Committee nominations. Every year we elect new leaders from our membership to steward our community towards our vision of a multicultural and revolutionary Unitarian Universalism. Our Steering Committee is made of BIPOC UU leaders from a wide range of experience and backgrounds.

Applications open on Monday, February 8. If you or someone you know is a Black, Indigenous or Person of Color (BIPOC) UU that is ready to lead and grow in the service of our faith, please submit the DRUUMM Steering Committee Nomination Form by March 19. Applications will be reviewed on March 20-26. We will follow up with interviews in April and elections during the General Assembly.

Have questions or want to learn more? We welcome you and a friend to join us to learn more about DRUUMM, the open Steering Committee positions, and how your service can help grow our ministry at our Open House on Sunday, February 28, 6:30-7:30pm ET/3:30-4:30pm PT!

Today the power of collective action and community care is undeniable. Diverse Revolutionary Unitarian Universalist Multicultural Ministries has a legacy of developing BIPOC UU leaders in our congregations, communities and in our national association. Lean into your leadership and faith towards a diverse and revolutionary ministry. Apply for a Steering Committee position, today.

In faith and service.

Your DRUUMM Steering Committee



DRUUM OPEN HOUSE

SUNDAY, FEBRUARY 28
6:30pm ET/3:30 pm PT

Join at: bit.ly/DRUUMM

Diverse Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) is seeking nominations for a number Steering Committee positions. DRUUMM is explicitly BIPOC in leadership and membership. We are seeking committed individuals who are interested in seeing a revolutionary and multicultural Unitarian Universalism. The online application has two sections.

Secretary (2 Year Term):

- Maintains the records and archives of the organization
- Files annual affiliate renewal documents with the UUA vice-president's office
- Co-create the DRUUMM annual calendar
- Maintains the organization's calendar
- Coordinate SC meeting agendas with President, including but not limited to
 - Scheduling zooms
 - Creation of Agendas
 - Coordination of note-taking
 - Distribution of notes and important updates after meetings
 - Serves as a member of the Exec Team

Events Co-Coordinator (3-year Term):

- Coordinates DRUUMM General Assembly and related events
- Recruits workshop presenters using DRUUMM best practices
- Supervises submission of workshop applications and related paperwork
- Coordinates The DRUUMM Annual Gathering
- Coordinates the creation of the budget around gatherings
- Attends UUA GA meetings
- Coordinate the training of events volunteers

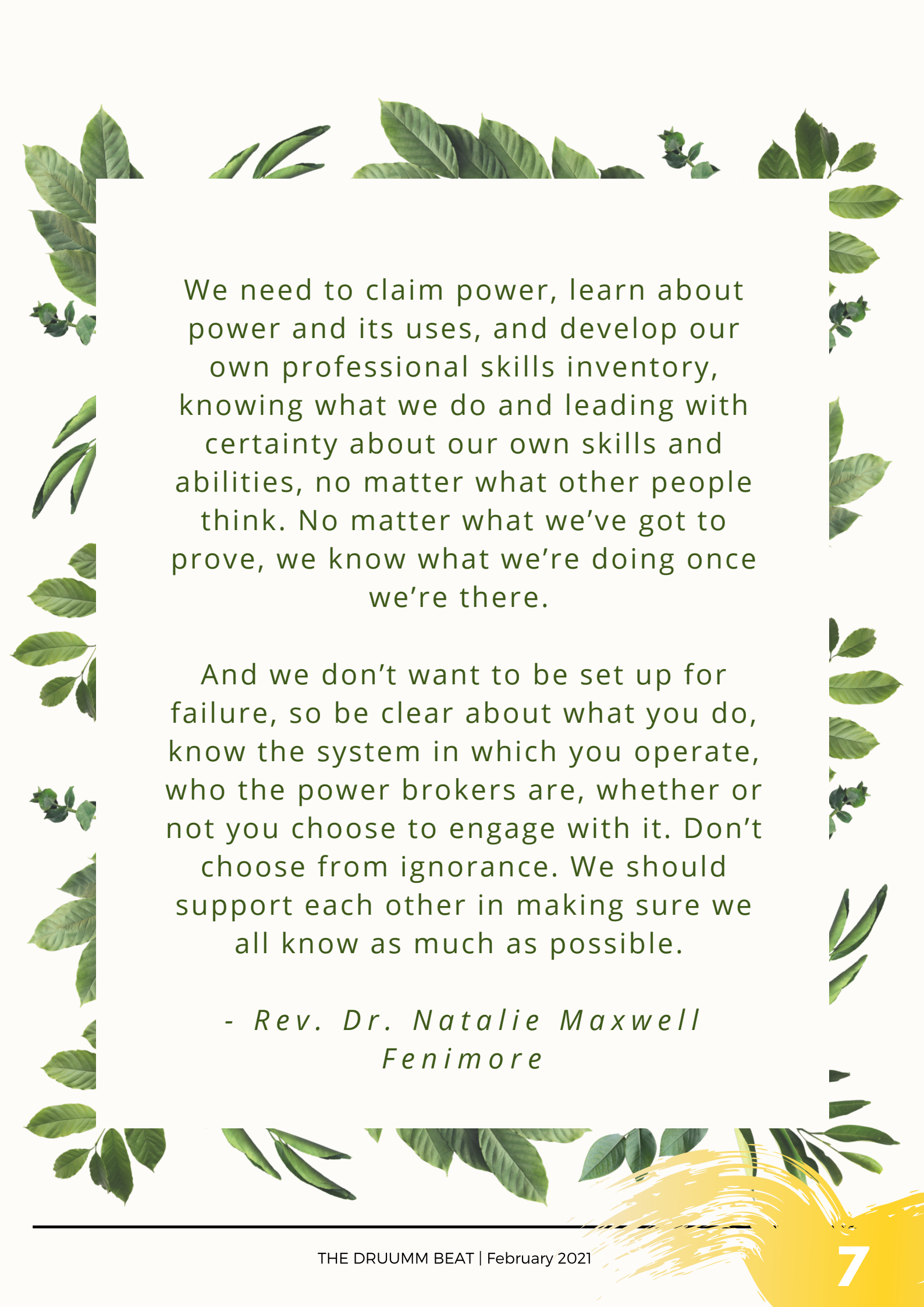
Communications Co-Coordinator (3-year term):

- Provide consistent social media presence
- Coordinate website maintenance
- Assist with outreach and public responses
- Support the creation of newsletters and email communications
- Define and train others in the “voice” of DRUUMM

Outreach Co-Coordinator (3-year Term):

- Assists with organizing continental and regional DRUUMM events Coordinates DRUUMM presence at virtual, local, regional, and national events
- Coordinates the development of outreach materials
- Provides resources for BIPOC organizers
- Assists with database management
- Support the DRUUMM Organizing Project

DEADLINE TO SUBMIT APPLICATION: March 19th - visit www.druumm.org or go directly to <https://forms.gle/xjr5jweq2ptwCeM7A> for the application form.



We need to claim power, learn about power and its uses, and develop our own professional skills inventory, knowing what we do and leading with certainty about our own skills and abilities, no matter what other people think. No matter what we've got to prove, we know what we're doing once we're there.

And we don't want to be set up for failure, so be clear about what you do, know the system in which you operate, who the power brokers are, whether or not you choose to engage with it. Don't choose from ignorance. We should support each other in making sure we all know as much as possible.

- *Rev. Dr. Natalie Maxwell
Fenimore*

DRUUMM ORGANIZER DROP-IN

**DRUUMM Monthly Drop-In for Local
Facilitators of BIPOC UU Groups**

3rd Tuesdays at 8:00 PM ET/5:00 PM PT

Upcoming: February 16th, March 16

RSVP: jsantoslyons@uuma.org

**Special February DRUUMM Monthly Drop-In
Tuesday Feb 16, 8pm Eastern/5pm Pacific**

DRUUMM STEERING COMMITTEE 2020-2021

The DRUUMM Steering Committee is made up of members elected to three year terms at our annual meeting. For more information you can reach them at info@druumm.org.

- President **Ayanna Kafi Stringer**, Georgia
- Vice President/President Elect **Cassie Montenegro**, Florida
- Vice President **Mathew Taylor**, California
- Secretary **Janell Hill**, Minnesota
- Treasurer **Eric Huang**, Texas
- Communications Co-Coordinator **Rhiannon Smith**, California

- Communications Co-Coordinator **Nicole Pressley**, Georgia
- GA Co-Coordinator **Imari S. Nuyen-Kariotis**, California
- Outreach Co-Coordinator **Noel Burke**, Missouri
- Outreach Co-Coordinator **Kaitlin Dey**, California
- UUA Liaison **Michael J Crumpler**, New York



FEB 16 GUEST SPEAKER: INDIA HARRIS

THEME: NARRATING OUR HISTORIES; NARRATING OUR FUTURES

As People of Color, we are invited into building cross cultural solidarity through forming deeper connections with the global majority, committing to principled struggle and decolonizing our minds. What does it look like to build cross cultural solidarity? What does it mean to show up for one another while acknowledging our complex histories and relationships? We will explore this through personal narrative and engaging with working principles India has utilized in organizing with People of Color communities.

India Harris is the Director of Programs for the Audre Lorde Project. The Audre Lorde Project is a community organizing center for Queer, Trans and Two Spirit People of Color. Committed to justice, she's engaged in direct service, advocacy, activism, organizing and leading racial and economic justice workshops. India is very dedicated to the mind, body, spirit wellness of BIPOC, Queer and Trans communities as a community herbalist. She knows that with our ancestral wisdom, traditions of our elders and offerings from the natural world, we already have all that we need to heal.

In her previous career, she served for 11 years as staff supporting youth and young adult ministry for Unitarian Universalist congregations and the UUA.



8TH PRINCIPLE HOMILY

BY SOPHIA VENTURA – CRUESS

Sophia is a current candidate for a Masters Degree of Peace and Justice at the University of San Diego Kroc School. As a Latina woman, Sophia is committed to actualizing transnational racial and gender justice with historically marginalized peoples.

Now, if we were in person, I'd have us all stand up, or raise our hands for this, but you can go ahead and just make this a mental practice I'm going to name some names and I want you to think to yourself whether or not you know the story of the person:

Frances Ellen Watkins Harper, Fannie Barrier Williams, Gloster Dalton, Amy Scott, Lewis Latimer, James Cunningham, Sylvia Lyons, Egbert Brown.

Now, I'm making an assumption but I'm going to take a guess—that the majority of the people I just mentioned are unfamiliar to us.

Admittedly prior to preparing my remarks for today, these names were unfamiliar for me as well. And that unfamiliarity is what I want to talk about today. The folks I just mentioned: Williams, Dalton, Cunningham, Watkins were all prominent Black leaders and founders of the faith tradition we are gathered under today.

Yet, despite these individuals being instrumental to the founding of historical UU churches, like First U in Philadelphia, the folks I just mentioned along with thousands of other leaders of color or, who have been shaping our religious tradition for centuries, have remained as Reverend Mark Morrison Reef of the UU church in Rochester states “Black Holes in the White UU psyche”. And in my brief time today, I want to press into the consequence, the failing, the harm that permeates from those “black holes” and silences so many stories not only in our UU history, but in the larger scheme of American history. I would argue, that we are currently witnessing and quite frankly suffering the effects of a century long American project to neglect, stifle, and expunge the oppressive crux of our origin story. Due to the racial reckoning that occurred over the summer, there has been a strong push for white folk to become accountable for anti-racism. A lot of this accountability work is very present focused and very individual centered, and although I applaud that

8TH PRINCIPLE HOMILY

process, today I want to take us in a different direction, to think more rigorously about what it truly means to meant to be historically accountable to and for antiracism.

The racial wounds and battles, and division we are witnessing in America today continue to bleed with fervency, because we as a nation and as a people have failed to engage in historical atonement. As a nation, we have been deeply concerned with developing and securing our image as “the land of the free”. And in conjunction to that work, we have dedicated equal time to concealing the dark underbelly that sanctioned America’s rise. That underbelly being racial exploitation, violence and conquest. Plainly put, America is not innocent. And I urge us, to reject the temptation/ lure of framing our nation solely from the boundaries of exceptionalism and glory.

For us, as a congregation to be honest in our conviction to anti-racism today, we have to account that our country, one of which we are often tremendously proud of, and can continue to be, despite accounting for our dark underbelly, that our country from its initial birth was built on a lie. The United States was designed around a lie that white people, white people's freedom, white peoples pursuance of happiness, while people's existence mattered more than anyone else. And that lie is what brings us into the moment we are in today,

the reason we need an explicit principle in our progressive community, dedicated to antiracism. When the founding fathers penned our founding documents proclaiming that “all men were created equal” they solidified our founding lie and sin by conditioning the right to exercise American democracy on whiteness.

As we gather today, hopefully, prepared to officially adopt the 8th principle into our religious community, we have to ask the question, how did we arrive at this moment, and do we have the moral fortitude to truly answer that question. When asked what was needed to achieve racial equity in this country, James Baldwin said "new laws, gestures of sympathy, and acts of racial charity would never suffice to change the course of the country' -the only thing that can "save" us is "a confrontation with our own history, which is not your past, but your present, "your history has led you to this moment, and you can only begin to change yourself by looking at what You are doing in the NAME of your history!" I challenge us to expand our common progressional concept of time and stop viewing the racial oppression of the past as a bracketed and mediated incident of the before.

And rather fully understand it has having a cyclical and immediate effect to our personal and collective present. For us to be accountably anti-racist in 2021, we have to not just understand

8TH PRINCIPLE HOMILY

American political history beginning in 1776, with the signing of the Declaration of Independence, but also and of equal importance, understand the birth of our nation as occurring in 1619 when around 20 enslaved individuals were brought to shores of Point Comfort Virginia. For us to be accountably anti-racists in 2021, we need to acknowledge that we, as residents of Orange County are gathering on the stolen land of the Acjahemen (Asheman) peoples. For us to be accountably anti-racist in 2021 we have to understand that the 8th principle is needed because so many of us do not know the vibrant history of people of color within our own faith.

When we fail to authentically interrogate the connections of our troubling history to our current sociopolitical environment, to our present relationships in the community, we are complicit in upholding that original lie. When we do not link our ongoing epidemics of police brutality, inhumane immigration practices, mass incarceration, climate degradation to the systemic and American pattern of racialized exploitation and violence against peoples and land, we entrench the original lie. When we believe that racial justice today can be achieved without deeply reconciling the the past, we preserve the lie. To return to Baldwin he stated "to be truly free is to be healed". For the United States to be truly free- we have to embark of the process of healing, which requires us to be truthful about the violence of the past, its

contributions to the present, and relinquish our reputation of innocence. When asked "why reopen wounds that have closed" Horacio Verbitsky, a prominent Argentinean journalist, said...because they were badly closed. First you have to cure the infection, or they will reopen themselves".

To engage in historical atonement, to go back and account for our American stories with honesty that is the starting point to curing our infection and repairing our original sin. When we shatter the myth of American innocence only then can we begin the long process of truly recognizing and respecting the generations of trauma, struggle, and resiliency that communities of color have weathered in this country.

Proposed 8th Principle:

"We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

Learn more about the 8th Principle campaign at <https://www.8thprincipleuu.org/>

COLOR/FULL: ANCESTOR



**REV. CAROL THOMAS
CISSELSTATE COLLEGE,
PENNSYLVANIA**

GOAL

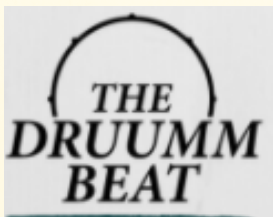
To make sure I practice self care. I came here as a chaplain at Ministry Days. Checking in with them, being a person that was present and taking care. To practice self care. I wanted to swim and lift weights this year, and I did that. And be with my sisters. This was the blackest GA I had. Beautiful #BlackGirlMagic with Amanda leading the choir. Amazing Black women sharing the space together at the Marriott, sharing the gift of our stories, speaking our truths. And the magic of Black girls is laughter. I've never laughed more than I have at this GA.

GIFT

I speak my truth. I am tenacious. At this point in UUism, I am the only Black called female minister who was installed in 2018. The only, only. That takes tenacity, sass, and sisterhood.

NOTATIONS

- The Spring Beloved Conversations Virtual through Meadville Lombard is now open for registration.
- New Day Rising conference focused on congregation's "faithful next steps challenging White supremacy" will be held on Saturday Feb 27 and include BIPOC Caucusing.
- Finding Our Way Home, the annual gathering of UU Religious Professionals of Color hosted by the UUA, will be virtual the week of March 29.
- The Mountain Top in the Western UUA Region, and the Central East Region BIPOC Caucus are two ongoing virtual spaces connecting BIPOC UUs beyond congregations with monthly activities.
- All Souls DC and the First UU Congregation of Ann Arbor are two congregations that host multiple BIPOC groups including culturally specific groups.



DIVERSE &
REVOLUTIONARY
UU MULTICULTURAL
MINISTRIES

The DRUUMM Beat Issue 18, Volume 2

Editor Rev. Joseph Santos-Lyons Newsletter Team: Rochelle Fortier
Editorial Board: Rhiannon Smith, Nicole Pressley
For inquiries please email editor@druumm.org

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