

**In April 2018 we voted to support the 8<sup>th</sup> Principle to accountably dismantle racism and other oppressions in ourselves and our institutions.**



**This was a bold and compassionate move. But “support” is different from “implementation.”**

Presentation by Gwen Schindler, member BBC

- The Board of Trustees' commitment
- The ministers promoted all church read of Subtle Acts of Exclusion
- Building Beloved Community (BBC) incorporates SAE Model

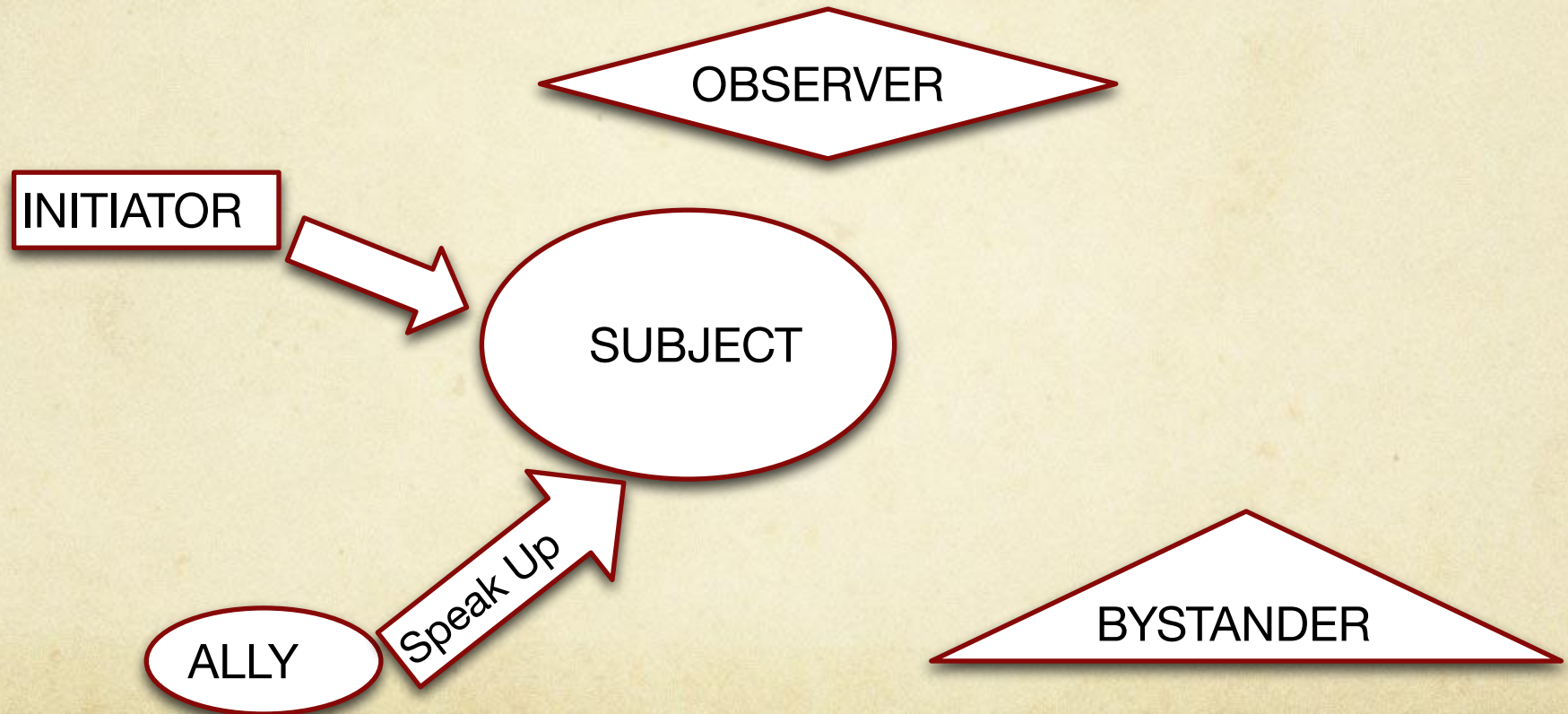
# Subtle Acts of Exclusion (SAE)



**A new term for  
“microaggression”:  
The subtle things that  
people say and do,  
perhaps unintentionally,  
that have the effect of  
excluding others based  
on their marginalized  
dimensions of identity  
(Jana & Baran p. 166).**



“SAE accountability system: Speaking up in a way that holds people accountable with productive, open, and civil conversations based on established best practice guidelines.”



# GUIDELINES

*for speaking up as the  
SAE SUBJECT or  
OBSERVER*

Jana & Baran p. 44

## **1) Pause the action.**

- We will interrupt the SAE by saying, “I want to pause for a moment.”
- We will speak up when we hear or see an SAE.

## **2) Assume good intent.**

We assume good intentions on the part of the subject, the observer, and the initiator because:

- We believe in our UU principles;
- We are in relationship with each other;
- It is part of our spiritual growth;
- We are committed to changing our world.



# GUIDELINES

*for speaking up as the  
**SAE SUBJECT or  
OBSERVER** CONTINUED*

## **3) Explain why the action was paused.**

- We are committed to the 8<sup>th</sup> principle to accountability dismantle racism in our institutions and especially ourselves.
- We are committed to ensure all people feel included and fully welcome in our community.
- We aspire to be a vibrant, welcoming, inclusive, caring and diverse congregation, guided by the purposes and principles of the Unitarian Universalist Association and our 8th Principle Resolution.

## **4) Have patience but expect progress.**

- We will be patient and see feedback as a gift and expect progress in return.

# GUIDELINES



*For responding as  
the **SAE INITIATOR***

## **1) Acknowledge the feedback with gratitude.**

- *I will accept the feedback as a gift.*
- *I will learn to sit with my discomfort.*

## **2) Replace defensiveness with curiosity and empathy.**

- *I will take the feedback as an opportunity to grow both spiritually and personally.*
- *I will be aware of my orientation and move away from defensiveness to humility and growth.*
- *I will focus on the impact of my words and actions and NOT my intent.*
- *I will understand that we all make mistakes.*

## **3) Follow through and follow up.**

- *I will take responsibility for my own learning moving forward.*
- *I will seek clarity if I'm unclear about the SAE I committed and learn from it.*



# Why I support the SAE Model

Board Member: Carrie  
Kotcho





**Live a Better Way by  
Joshua Long and the  
UUCA Ensemble** featuring  
Nicole Bruno and Nicole Rumeau

You created out of joy and love  
Yet we still find ways to divide  
In this age of information  
Making facts to run and hide  
Through centuries of conquest  
Fragility says not yet  
How can we change what we  
can't see



**Live a Better Way by  
Joshua Long and the  
UUCA Ensemble** featuring  
Nicole Bruno and Nicole Rumeau

Spirit move us  
Help us to change  
Roll our stone hearts away

May we listen to my  
kindred's pain  
So we'll live a better way  
Live a better way





**Live a Better Way by  
Joshua Long and the  
UUCA Ensemble** featuring  
Nicole Bruno and Nicole Rumeau

As we go on this new journey  
To accept the past we fear  
Ancestor's pain I feel deep in  
my bones  
Tracing back the trail of tears  
Through ages of resistances  
Supremacies persistence  
Can't you see no one is free  
But when we live for another  
Or die for those seeking cover  
Then we'll know true liberty



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