

## 2018 UUMA Good Officer Training - Identity and Culture

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#### Key Messages

- How can we be the people we want *and need* to be to and for our colleagues?
- This is this is long-haul work.
- It's good to check in-with each other when we work on these cases or issues because each situation is different. It's good to consider different perspectives from time to time. There is no "cookie cutter" answer for each situation. There will be times when we have to call for help, and it is always important to know *who* to call.
- Pay attention to your role--Good Offices person? Or advocate?
- Need to pay attention: power dynamics, self-awareness; identity issues-known and unknown....
- We need to know when to say "NO!" When we are too close and personally affected; when we can't accompany someone with integrity, when we are too burned ourselves
- We will be seen through the lenses of how others perceive your identities

#### Skills to practice in small groups today:

- Awareness of own prejudgments
- Awareness of potential for microaggressions (including by oneself)
- Awareness of own cultural context and shaping
- Ability to check out one's cultural assumptions
  - In one's head: "in my cultural context x means..." Out loud: "I'm noticing x, what does this mean to you?"
- Notice complex identities
- Notice power dynamics
- Reach out for support, collaboration, perspective
- Focus on accompaniment role, not advocacy
- Remember we are ALL working across difference all the time
- And let's be kind to each other as best we can.