

## UU Leadership and Lay People

UU leaders express low opinions of us rank-and-file UUs. If scolding and shaming worked, that would be one thing, but the leadership's antiracism program has not proven to be successful. Maybe if the leaders played up our strengths instead of denigrating us, we could move forward. I've also witnessed leaders bad-mouthing UUs in several personal conversations for which there is no link or documentation.

Lay UUs cherish their misconceptions like birthers or climate-change deniers do. They need their church authorities to correct them.	Rev Frederic Muir, 2012	<a href="https://www.uuma.org/mpage/BSE2012">https://www.uuma.org/mpage/BSE2012</a>
Egalitarian-minded progressives are the greatest threat to people of color in our society.	Beloved Conversations (2017). Citing Derald Wing Sue, <i>Microaggressions in Everyday Life</i> , 2010.	<small>WHITE UUA CHURCHES AND LOCAL, REGIONAL, AND NATIONAL THROUGHOUT THE COUNTRY continue to be committed by overt racists, sexists, and heterosexuals/homophobes, the greatest harm to persons of color, women, and homosexuals does not come from these conscious perpetrators. It is not the White supremacists, Klansmen or Skinheads, for example, who pose the <b>greatest threat</b> to people of color, but rather well-intentioned people, who are strongly motivated by egalitarian values, who believe in their own morality, and who experience themselves as fair-minded and decent people who would never consciously discriminate (Sue, 2005). These individuals have been labeled unconscious-unintentional oppressors or bigots (Sue, 2003). Because no one is immune from inheriting the</small>
Lay liberal UUs are misguided and ineffective, but they have resources and can be recruited into the radical inner circle to help dismantle civilization.	Rev Ashley Horan, on The VUU #185, June 2017	<a href="https://www.youtube.com/watch?v=VdVzGNb5SmE">https://www.youtube.com/watch?v=VdVzGNb5SmE</a> start at 8:10
Lay UUs' liberal outlook makes it hard for them to accept that they need to completely get rid of their ways of being, and that white people will be taken down a notch.	Nora Rasman, on The VUU #185, June 2017	<a href="https://www.youtube.com/watch?v=VdVzGNb5SmE">https://www.youtube.com/watch?v=VdVzGNb5SmE</a> start 13:45
Old UUs need to change or leave. UUs who object are self-centered.	Meg Riley, on The VUU #185, June 2017	<a href="https://www.youtube.com/watch?v=VdVzGNb5SmE">https://www.youtube.com/watch?v=VdVzGNb5SmE</a> start at 42:00
"white progressives cause the most daily damage to people of color"	Robin DiAngelo, in <i>White Fragility</i> , 2018, published by Beacon Press	<a href="https://www.newyorker.com/books/page-turner/a-sociologist-examines-the-white-fragility-that-prevents-white-americans-from-confronting-racism">https://www.newyorker.com/books/page-turner/a-sociologist-examines-the-white-fragility-that-prevents-white-americans-from-confronting-racism</a>
Most lay UUs, perhaps a significant majority, are blindly living in denial about racism.	Commission on Institutional Change, March 2019	<a href="https://www.uua.org/uagovernance/committees/cic/blogre/tapestry/adults/commitment/statement">https://www.uua.org/uagovernance/committees/cic/blogre/tapestry/adults/commitment/statement</a>
If lay UUs don't see things the leadership's way, it's because they are struggling to see reality.	White ministers' letter, June 2019	<a href="https://www.muusja.org/reprint-an-open-letter-from-white-uu-ministers/">https://www.muusja.org/reprint-an-open-letter-from-white-uu-ministers/</a>