



UCARE Joint Action Group Session
Ebenezer Baptist Church
December 10, 2009

The UCARE meeting began with each attendant introducing someone else there that they knew. There were 21 community and university members in attendance. Selena Cozart facilitated the meeting.

Frank Dukes gave an overview of the project, including goals and purposes, roles, and steps from the action groups that have been completed or are still in process. Attendants received a handout which is included at the bottom of this document. He asked if there were any comments or questions and a few participants spoke. Someone commented that the meeting minutes are very helpful at keeping up with all the different work. Another asked about the status of the website; staff indicated that a “mock-up” or the front page of the website needed to be chosen, and a deadline for adding more content, including the action group descriptions, would be decided this week. Someone asked if we had a plan to develop a strategy to tap into the energy of the City's Dialogue. That was part of the goal of the meeting. Someone suggested we check with the City to see if could space on the Dialogue web page for now, as Maurice Jones has indicated there will be space provided for past and current initiatives on race relations. [note as a followup: the City has agreed to include UCARE information, after clarification at the next steering committee meeting.]

The next phase of the meeting focused on brainstorming ideas for next steps for the Action Groups. Meeting mostly this summer, each group has produced two or three specific projects. Should they continue to meet as themed groups? Should they break off into project groups? Should they stop meeting altogether as we encourage folks to participate in the City’s Dialogue?

Selena first asked for ideas on what next steps for the Action Groups could look like. The details of ideas that came forth are listed at the end of this summary. In short, most discussion concerned supporting the City’s Dialogue on Race; engaging City youth in that Dialogue, as well as connecting those youth to University youth; and doing more outreach to staff and faculty at the University, in particular to engage them in the Dialogue.

Selena closed the session by asking participants to share what action they see themselves able to commit to at this point in time. Everyone agreed that these could be shared in the meeting summary.

Commitments

- Sarah Malpass
 - Facilitator for City’s Dialogue on Race

- Mo Nichols
 - Identify potential reachable people at UVA, workers, and engage them; participate in Dialogue on Race

- Mecca Burns
 - Tying in service learning to SOLs
 - Talk to people like Rydell about youth being involved in theater project
 - Medical center staff health disparities board
- Edwina St. Rose
 - Attempt to contact the director of Equal opportunity programs to assist
- Jean Shepard
 - Be a gofer; happy to be hands and feet where ever needed
 - Doesn't see a project that she could effectively lead
- Jim Bundy
 - Involved with the Dialogue on Race
 - Put in time to investigate what efforts have taken place throughout the state of VA
- Bob Gross
 - Facilitator for one of the dialogues, on Dialogue Steering Committee
- Sherman White
 - Be an instigator
 - It's for naught if we come out with nothing.... We will be the laughing stock
- Frank Dukes
 - Work to foster more participation
 - Class on race and repair
- Joanna Lee
 - Getting colleagues in the curry school invested
 - Facilitate dialogue
 - Sharing info about dialogue with PVCC youth
- Karen Shepard
 - Dialogue on Race
 - Involve people in the social services community
 - Wherever she's needed
- Marnie Allen
 - Talk with Mary Burton to come up with a plan to present to employee council and get information out
 - Be a seg-way to get information out through the youth development network
 - Work with UCARE staff in heading up smaller community sessions at West Have, First Street, etc.. All the different smaller communities, after hours or weekends to ensure that the information is being shared with community members
- Mary Burton
 - Work with UVA staff, also way to reach children
 - Engage in conversations
- Rydell Payne
 - Continue to participate on steering committee
 - On chamber of commerce board
 - May make connection to Dialogue on Race

- Jen Merritt
 - Use YWLP and program with Henry Ave Learning Center to connect those two programs to the dialogues
 - Creating relationships between University students and high school students
- Alphonso Anderson (Ebenezer Attendee)
 - Excited about seeing where it goes
- Jessie Ray
 - Support project
 - Use students to advocate to the administration-- they are the consumers
 - Exploring the best and highest use of students
- Selena Cozart
 - Participating in the city's dialogue on race
 - How do we look at things in a more concrete way
 - Committed to building an idea

Mid January is the deadline to sign up for Dialogue! Get names of people to sign up for dialogues ASAP!

Thank you to everyone who attended. If anyone has any comments or questions, please feel free to contact staff at ucarestaff@gmail.com

Next Steps:

If you are interested in a project, you do not need to wait for project staff to reach out again! Please feel free to contact the people listed above with your similar interests and start working!

Staff will put together a proposal/strategy for group focus, and will submit to the listserv for people to sign up as to which projects they would like to work on and support.

Meeting Attendees:

Jen Merritt: UVa Women's Center
jac8b@eservices.virginia.edu

Rydell Payne, Executive Director,
Charlottesville Abundant Life Ministries,
UCARE Steering Committee
rydell@charlottesvilleabundantlife.org

Mecca Burns, Presence Center for Applied
Theatre Arts
contactpresence@comcast.net

Mary Stewart-Silver, Presence Center for
Applied Theatre Arts, Curry School of
Education
mms7w@virginia.edu

Jim Bundy, Pastor, Sojourner's Church of Christ,
City Dialogue on Race Steering Committee
bundyj@embarqmail.com

Jean Shepard, community member
j_shepard@embarqmail.com

Mo Nichols, community member
monich58@embarqmail.com

Sarah Malpass, community member
UCARE Steering Committee
sarah.e.malpass@gmail.com

Edwina St. Rose, community member
stroseinva@aol.com

Sherman White, community member
srwhite34@hotmail.com

Frank Dukes, Director, Institute for
Environmental Negotiation
UCARE Steering Committee

ed7k@virginia.edu

Phyllis Leffler, UVa History Professor
pk16h@eservices.virginia.edu

Bob Gross, community member, City Dialogue
on Race Steering Committee
bnj2music@embarqmail.com

Joanna Lee, Assistant Professor, Curry School of
Education
jml4bw@virginia.edu

Karen Shepard, Executive Director, MACAA
kshepard@macaa.org

Marnie Allen, Hope House Director, MACAA
mallen@macaa.org

Lehman Bates, Pastor, Ebenezer Baptist Church,
City Dialogue on Race Steering Committee,
UCARE Steering Committee
batesld@comcast.net

Ishraga Eltahir, UVa undergraduate student,
UCARE project intern, UCARE Steering
Committee
iae9d@virginia.edu

Jessie Ray, UVA graduate student, UCARE
project manager, UCARE Steering Committee
jnr2g@virginia.edu or ucarestaff@gmail.com

Selena Cozart, facilitator, UCARE Steering
Committee
sdc2h@virginia.edu

Mary Burton, community member
mary018@comcast.net

Brainstormed ideas:

- Combine effort of all action groups
- Watch PBS "Locked Out"
 - Encourage school systems to make film viewing mandatory
 - Link to SOLs
 - Sponsor a screening
 - Link to Madison House training
 - Disseminated at UVA in general
- Have people specifically interested in a specific project get together to work on it
 - Still meet as a round table infrequently
- As we're educating the next generation about history, does it make sense to create an avenue of places where this is still happening around the world, where they can make a change? Is there a way to create opportunities for people to work on injustice around the world?
 - Slavery, prejudice based on race
- How much of the city youth has been incorporated?
 - We haven't had access to students
- Finding strategic ways to incorporate youth
 - PRESENCE has had involvement with youth
 - City Dialogue will have study circles in high schools
 - Could be a good way to recruit youth
 - Go to where youth are, not expect them to come to where we are
 - Find a way to engage parents
 - Boys and Girls Club
- Do we know about successful work like this in other parts of VA?
 - Lynchburg
 - Farmville
- In the black community there's a lot of different projects
 - One of which is to take youth from all across the city to truly understand the youth
 - Go into community and identify leaders and get them involved

- Is there historical documentation on how religion has contributed to institutional culture at Virginia?
 - How has religion continued to perpetuate that separateness, plantation history of Virginia?
 - "The view from here" website-
 - <http://cti.itc.virginia.edu/~hius316/home.html>
 - One of the subtopics is religion
 - Religious practices were never central at UVA, but it has always been a part
 - Lived Theology project at UVA
 - Charles Marsh runs the program
 - <http://www.livedtheology.org/>
 - Role of churches in massive resistance outside the university
- Put pressure for Affordable Housing
 - Maybe write a letter to realtors like we did for the President's letter

The next phase of the discussion shifted towards the question: *How do these ideas fit with the roles of the project:*

- Catalyst
- Support
- Clearing House
- Networking

Proposals

- Suspend UCARE actions except ongoing ones, and everyone join the City's Dialogue
 - There's an interest in involving youth, so this is a way to make connections with youth and their mentors
 - There are going to be policy recommendations from Dialogue too; can we bring the University policy suggestions to the study circles?
 - How do we take what comes out of the City Dialogue on Race and make it useful?
 - The dialogues are simply the beginning
 - The idea is to come out of specific actions, short term and long term goals
 - There will be a forum in April to bring all of these actions together
 - At that point things will be concrete
 - There has to be interdependency and independency on actions
 - We have to be careful of not making the race dialogue control this project, or seen as the only director of projects like this in town
 - That is still bureaucracy
 - Would it be viable to consider a study circle within UVA community?
 - Can we connect with Sustained Dialogue?
- Women's Center has 5 volunteers next semester that could work on this type of project
- Hosting a gathering of people from around the state doing similar things
 - Looking at learning from other efforts-- medium term goal
- Involve staff at UVA
 - How can we get the administration to hold these conversations during work time
 - Staff members are the connection to community
 - UVA hospital workers are the heart of the community
 - Health Disparities Board
 - Dr. Wendi El-Amin
 - Dr. Peyton Taylor
 - Dr. Randy Jones
 - Tap into administrators and facilities management to disseminate information
 - Employee Council
 - Chair goes to Ebenezer church
 - Connect!
 - Is there a staff council? Or advocacy group for staff?

- Facilities management
- Connect to staff's children
- University students are viewed as transient
 - Between students and administration is faculty-- they stand longer
- Dialogue and Cville Students
 - Each had a notice about the City Dialogue on Race sent home with them
 - However not many were involved
 - Steering committee members are looking for ways to involve students
- Meet in the next few weeks and organize assignments
- Look for connections with UCARE and City Dialogue on policy

Final Thoughts

- It might be better to get UCARE staff to create specific actions and then people can sign up-- make plans
- For example youth
 - There needs to be some sort of event bringing together UVA students and CHS students to build trust, FIRST.
- We need to get the kids in the high school together first
 - Could be a short to medium term project
- Have a trained facilitator for the Locked Out event and discussion

See handout below:

UCARE Goals and Purposes

Our work will be finished when 1) we put the legacies of slavery and segregation behind us; 2) our understanding of that history is now more complete; and 3) we covenant together that we will not allow such things ever to happen again.

Acknowledge and address the racial disparities in our community affecting quality of life issues such as healthcare, housing, employment, and education, with primary focus on the past, present, and future impact of the University on/among the community.

Hold UVA responsible for past acts of human oppression and demand remedy proportionate to the level and degree of said oppression.

Raise awareness and understanding of the continuing legacy of slavery, segregation, and discrimination, as well as efforts to resist those wrongs, so as to generate commitment and actions that promote racial justice, equity, and reconciliation.

Be a catalyst for actions from a broad base of participants to address the past, current and potential harms of slavery, racial injustice and inequalities that exist among UVA and the Charlottesville community.

UCARE Goals and Purposes

Further justice through improved understanding and recognition of UVA-Charlottesville racial history and its impact on present day racial disparities, and take actions to reduce/eliminate those disparities.

Listen and learn from Charlottesville community members who have lived and experienced those legacies.

Collect and focus light on the issue of racial justice within UVA culture – a 'megaphone' of the ignored.

Effectively communicate the history and legacy of slavery, segregation and discrimination.

Actively involve UVA personnel and community members to change circumstances that contribute to those legacies.

Provide a space for people to think critically about Charlottesville and UVA's past and present and to plan for the future.

UCARE Roles

- **Catalyst – raise awareness of need for change**
 - Advocacy, project initiatives, discovering history
- **Clearinghouse – collecting and sharing resources**
 - Mailings, listserv, and website
- **Networking – coordination, relationships**
 - Periodic exchange of information
 - Social networking
 - Extended outreach
- **Support for ongoing actions**
 - Student interns
 - Access to grants
 - Logistics (meeting space, refreshments, publications)

UCARE Actions

- Truth and Understanding
 - Combined University/Community course 'UVA History: Race & Repair'
 - Memorializing history: A student-led effort is examining the need for a memorial for slavery and other aspects of racialized history.
 - Madison House student volunteers: history and cultural competency
- Repair
 - Networking meetings focused on racial disparities in community: health care, housing, employment and income, education
 - Questions of candidates for new President
 - Engage University administration
- Relationship
 - City-wide Dialogue on Race
 - Informal breakfast meetings for support, relationship-building
 - Film-showing MLK Jr. Day: "Closer to the Truth"