



Identity Group Facilitator Application

2019 Intergenerational Spring Seminar

Thank you for your interest in applying for a leadership role in our 2019 Intergenerational Spring Seminar, *Equity in Action: Gender in an Intersecting World*, taking place from April 11-13 (youth and advisors arrive on April 10th for orientation) in New York City. The success of the seminar depends upon the talent of volunteers like you who contribute their time, energy, and skills.

Applications are due by March 14, 2019

During the Seminar there will be time when all Seminar participants will gather in gender- and race-based affinity groups for structured conversations about race and gender. Topics discussed will include reflecting on one's own gender and racial identity, how ideas and experiences of sexism, homophobia, transphobia, and racism are wrapped up together including in justice work, how individuals connect with this in their own lived experience. *The facilitators we have will in part determine the size of the groups.*

Race-Based Identity Groups – Race-based identity groups, or caucuses, provide a chance for people to talk in a structured format with others from their own ethnic/racial group, an opportunity that is rare, even for those who regularly participate in multicultural dialogues. This kind of within-group talk more often than not surfaces a different type of conversation, both in tone and content, than does multicultural dialogue. In racial affinity groups, people socialized in racially or ethnically oppressed groups find that they can talk about issues without the burden of rationalizing and proving the validity of their experience to White people. People who identify as White or of European ancestry are able to ask questions and raise issues without the fear of offending People of Color and people from racially or ethnically marginalized groups. [Learn further about race-based identity groups.](#)

Position Description

Experienced facilitators are needed to help guide these conversations - these facilitators might also be Collaboration Group Leaders! If you have already applied to be a collaboration group leader, there is no need to fill out this application as it is very similar.

Before the Seminar: There will be an orientation conference call before the seminar to review roles and responsibilities. Identity Group Facilitators will be contacted via email with details about that training call.

During the Seminar: Identity Group Facilitators will facilitate one hour-long small group discussion the second day of the Seminar (and be prepared for more discussion later in the Seminar if needed). Prompt questions and activities will be provided for the scheduled discussion session. The efforts of Identity Group Facilitators should ensure an environment

where each participant feels heard and connected. Identity Group Facilitators will meet after the Identity Reflection Conversations with the Seminar's Adult Dean to check in on how the participants are doing and make adjustments to the programming as needed.

Questions for Applicants

Full Name	Birth Date
Preferred Name	Congregation & District/Region
Mailing Address (including city, state, ZIP)	Identities you claim (gender, race/ethnicity, orientation, ability, etc.)
Phone number	Pronouns
Email address	

1. Please explain why you are interested in serving as an Identity Group Facilitator at our Intergenerational Seminar.
2. What prior experience have you had at previous UU-UNO Intergenerational Seminars or other large Unitarian Universalist or other faith group gatherings?
3. What prior experience have you had to leading small group discussions? (if applicable, speak of your specific experience leading identity-based affinity group discussions, whether gender-based, race-based, or otherwise)
4. Describe any experience you have with anti-racism, anti-oppression, and/or multiculturalism training and/or facilitation. Please share what you learned from that experience and what those concepts mean to you.
5. Describe your approach to facilitating conversations within identity-based affinity groups.

References

Please name two references from the UU community or any leadership activity. Please include the person's name, position/how you know them, phone number, and email.

Applying

Please submit your application by email to unitednations@uua.org as a .doc or .pdf attachment. Applications must be received by **March 14, 2019**. More about the Intergenerational Spring Seminar at www.UUA.org/UNSpringSeminar.