

# Shifting to a Multicultural Paradigm

Six Categories for Change	Status Quo	Preparation - Action	Culture of Inclusion
<b>History</b>	History points of view (POV) in defense of the system.	Inclusion - means learning from the past and <u>co-creating</u> the future	Our-Story (relevance)
<b>8<sup>th</sup> Principle</b>	7 Principles "We are faithful to our Principles." UUSJ Website	Embrace and Adopt 8 <sup>th</sup> Principle	8 <sup>th</sup> Principle informs our values, spiritual growth, practices and community
<b>Power Analysis</b>	Diversity	Power Analysis	Antiracist, anti-oppression strategies and actions are brought to all we do.
<b>Young Adult Inclusion</b>	Status Quo Participation	Cultural shift - ageism	Intergenerational commitment and communities
<b>Collaboration</b>	Collaboration	Form BIPOC and YA Groups for Relationship Building and working on Common Social Justice Concerns	Work is transformed and informed by an expanded reach across generations and identities.
<b>Identity</b>	Identity based on Mission & Structure	Revisioning process based on multigenerational/multicultural collaboration. Expand the shared ministry. Be generous. Give it away to transform it.	Identity based on inclusion & social change