

## MOSAIC PROJECT Interview Guide

### **Interviewer instructions:**

You will need one copy of the *Introduction* and the *Interview Questions* sections for each interviewer. You will need one or two copies of the *Interview Notes* and one copy of the *Summary Sheet* for each person being interviewed. You can use the second copy of the *Interview Notes* to rewrite the responses after the interview is over if you desire. It can be hard to write legibly and in complete sentences when you are trying to catch everything that is being said.

Before starting make sure you will have the time and space to spend 30-40 minutes in private uninterrupted conversation. Be sure the person you interview is aware of this time commitment. Re-schedule if necessary to allow enough time.

Interviews should be done on a one-to-one basis. If you have a large group and can devote at least 90 minutes to the process you can divide the group into pairs and have participants take turns interviewing each other. Make enough copies of the *Introduction, Interview Questions, Interview Notes Sheets* and the *Summary Sheet* for each participant. Go over these interviewer instructions with the group.

Begin the interview by reading or re-capping the *Introduction* below. Allow a brief time for questions. If you are doing group interviews this can be done with the whole group before breaking up into pairs.

For each question read the lead in and all the sub questions. For each *topic area* share the topic description before asking the related questions. Then start writing! Don't worry about spelling right now. You will need to be able to write fast to catch all the rich details. Write as complete of a transcript of what is said as possible on the *Interview Notes Sheets*.

The interviewer should not interrupt or offer opinions except to ask any clarifying questions if needed. You might say "Can you tell me more about that?" Or "Why was that important?" or "How did that affect you?" This is not a dialogue or discussion, but a time of listening to the person being interviewed.

If your interviewee wants to share stories of problems or negatives let them know that we really want to focus on the positive. Tell them you will provide a chance at the end to add anything else they want to share. If there are items that need immediate follow-up or that might be addressed right away please note them on the *Quick Action Sheets*.

Within an hour of the interview, if possible, complete the *Summary Sheet*. For group interviews ask participants to spend the last ten minutes completing the *Summary Sheet*.

Thank you for your assistance with the Mosaic Project.

**Mosaic Project Interview Guide****Introduction:**

The Mosaic Project is focused on our Unitarian Universalist ministry to youth and young adults of color and/or Latino/a and Hispanic descent. This includes African, Caribbean, Native/American Indian, Asian and Pacific Islander, Latina/o and Hispanic, Middle Eastern/Arab, multiracial and multiethnic and trans-racially adopted youth and young adults. We are asking the questions:

- What are the ministry needs of these youth and young adults?
- How does our Unitarian Universalist faith need to change in order to meet these needs?
- What structures need to be strengthened or established to support families, congregations, campus groups, districts, and continental bodies in their ministries to these youth and young adults?

The Unitarian Universalist Association hired Laura Spencer in June 2007 to lead an assessment process to answer these questions with the help of the Mosaic Project Task Force. This interview is a key part of the Mosaic Project and the process of discovering the answers.

We are using the Appreciative Inquiry strategy to look for best practices and strengths. Appreciative Inquiry asks about what works already and what makes it work instead of focusing on what's broken. We are involving a wide variety of people from all levels of the Unitarian Universalist community, and of course as many youth and young adults of color and/or Latino/a and Hispanic descent as possible. Your voice is an important part of the process. Your voice is a part of the mosaic.

You are participating in Phase 2. In Phase 1 we interviewed a smaller group to find out what their high point experiences were. From those responses we identified three topics to focus on that seem to be vital components of these experiences. The topics are *Symphony of Different Voices*, *Living Your Unitarian Universalism Wherever You Go*, and *Deep Conversations*. Phase 2 questions are asking for your experiences with these components.

We are looking for stories of high point experiences. We hope you will share details of places and names and events so others can learn from your experiences of what works. Therefore there is no confidentiality here unless you request it at the end of the interview.

Our collected data will be used to create a collective dream of what could be. A core group will then begin the process of designing a way to make the dream a reality. In the end a report will be sent to the Board of Trustees of the UUA outlining the needs and recommendation for next steps. While this report is very important, many of our discoveries will likely be able to be put into action in advance of and independent of board action.

Thank you in advance for being a part of this exciting project.

## **Mosaic Project Phase 2 Interview Questions**

### **Introductory Questions:**

1. In what ways are you involved in Unitarian Universalist communities? Do you attend a congregation? Involved at the district level? Continentally? How long have you been involved? (General categorize not every activity)
2. How do identify? Include age, gender, race, and as many other identities as you would like to mention.
3. Describe a time in your experiences in our UU faith that you consider a highpoint experience, a time when you were most engaged and felt alive and vibrant.

### **Topic Questions:**

#### **Topic 1: Symphony of different voices**

A multicultural congregation is one that has people from a variety of different races, ethnicities, cultures, beliefs etc. One description of a healthy multicultural Unitarian Universalist Congregation is a "symphony of different instruments creating many kinds of music. The violin sounds like a violin, the flute sounds like a flute and the drum sounds like a drum, but they all make music together.

4. Keeping in mind the symphony image, you yourself are a unique instrument or voice that has a place in creating our Unitarian Universalist music. Please describe a time in a Unitarian Universalist context when you contributed your own unique voice, gifts or experiences to the larger whole. A time when you felt heard and heeded.
  - What were the circumstances?
  - What made it possible for you to offer your contribution (gifts)?
  - In what ways did your unique contribution shape the experience or environment?
5. Reflect on an experience in a Unitarian Universalist community with people of different generations from yourself where you felt that a harmonious symphony experience was created.
  - What was that relationship like?
  - What did you receive from that experience and what did you offer to that experience?
6. Talk about a time when you participated in worship that touched you deeply or nurtured your spirit.
  - What were the key factors or ingredients or experiences that touched or nurtured you?
  - How was your "voice" and identity included and/or affirmed in the experience?
  - In what ways did your experience cause you to grow or were you stretched?
7. What do you need for you to feel welcome when you are new to a group or situation? What does friendliness look like and feel like to you?

## Topic 2: Living Your Unitarian Universalist Identity Where Ever You Go

Our Unitarian Universalist principles suggest that we live our lives in ways that ask us to be conscious and intentional about our interactions with others and about the choices we make on a day-to-day basis and to be aware of our impact. They ask that we continue to search and grow and that we remain open to new ideas and to be willing to be transformed by them.

The principles are:

- The inherent worth and dignity of every person;
  - Justice, equity and compassion in human relations;
  - Acceptance of one another and encouragement to spiritual growth in our congregations;
  - A free and responsible search for truth and meaning;
  - The right of conscience and the use of the democratic process within our congregations and in society at large;
  - The goal of world community with peace, liberty, and justice for all;
  - Respect for the interdependent web of all existence of which we are a part.
8. Describe a time when you acted on your Unitarian Universalist principles in your community (school, friends, family, work etc.) even though it might not have been the popular or “normal” action.
    - What effect or impact did your actions have on the community?
    - What impact did your actions have on you?
    - How did the experience make you feel about being a Unitarian Universalist?
  9. In what ways have you experienced UUism as a counter oppressive force, that is, working to fight racism, oppression, and encouraging an equitable and just multicultural society?

## Topic 3: Deep Conversations

Deep Conversations are times of authentic sharing of personal stories. They are times of deep listening as well as deep sharing from the heart. Deep conversations allow us to hear each other’s stories and to get to know each other on a personal level. They allow us to understand each other, to learn from each other, to relate to and feel connected to each other, and to support each other.

10. Describe a time in a UU context when you were engaged in “Deep Conversation”.
  - How did it feel to have your story/experiences heard and/or embraced?
  - How did it feel to hear and be entrusted with someone else’s story?
  - How did it nurture you and your connection with that individual or group?
  - What conditions were present that allowed, or encouraged deep conversation? What do you need to feel safe enough to share from the heart?
11. There are times when we have deep conversations with someone or in a group where everyone has similar identities (all women, all people of color, all BGLT, all youth, etc.) and other times when these conversations are with people of different identities from ourselves.
  - Where or when do you have an opportunity to have deep conversation with people with similar identities as you?
  - Describe for me a positive experience of conversations with others with similar identities as you.
  - Describe a positive experience with others with different identities from you.

### **Concluding Questions**

12. What are the core factors that give life to our UU faith community when it is at its best?
13. Imagine our UU faith communities ten years from now, when everything is just as you always wished it could be. What is different?

Thank you again for participating. We hope this has been an interesting and enjoyable experience for both of you. Your input will be valuable as we strive to create a Unitarian Universalist community that welcomes and ministers to everyone who chooses to call it home.