

# Proposed Minute to support NPYM engagement to Uproot Racism

submitted by the NPYM Ad Hoc Uprooting Racism Committee  
to the 2018 NPYM Annual Session for seasoning and consideration at the 2019 AS

We affirm our commitment as Friends to live our intertwined testimonies of Integrity, Equality, and Community, and we look to restorative justice to guide us in uprooting racism.

We recognize the impact of systemic racism on all people of color from overt discrimination and violence to insidious rules and mores that limit educational opportunities, economic prosperity, shared power, medical treatment, housing security, and human dignity. We acknowledge that Friends have been complicit in perpetuating white supremacy, even in our Meetings.

Under the guidance of Spirit, we are led to explore how the veiled system of white supremacy rewards people racialized as white with unearned advantages in tandem with punishing people of color with pervasive disadvantages. We seek a deepening awareness of how white privilege has manifested in each of our lives. We endeavor to use this awareness to speak out against racial injustice.

We also acknowledge theft of native lands, genocide suffered by Native Americans, cultural annihilation, enslavement of African people by European colonists, the economic benefit derived from all these actions, the racial inequity created, and the egregious lack of reparations and profound intergenerational suffering. We acknowledge the need for institutional and personal apologies as a necessary step to healing. We also acknowledge the necessity for guidance in how to remedy any continued injustices perpetuated by systemic racism, and in the creation of improved alternatives.

Our Quaker values affirm that of God in everyone. Compassion calls us to eradicate white privilege in our individual lives, in our Meetings, and in our greater communities. We commit to taking action that dismantles oppressive societal attitudes and institutions, creates equity, and constructs multiracial movements to solve the pressing problems of our times. We aspire to a beloved community structured by equality of opportunity, respect, and spiritual and economic well-being for all.

## What to do with this proposed minute

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Please take this draft minute to your Monthly Meeting or Worship Group. Discuss it during a Second Hour program or a threshing session or two. Consider a study group or book group using the Background sheet and materials on the Resource List the Ad Hoc Uprooting Racism Committee has prepared to help all better engage to uproot racism. In addition, if led to take action today to help uproot racism, please do so.

The committee asks for feedback from your Monthly Meeting or Worship Group before January 31, 2019. Individual's responses are also welcome. We hope to have an interactive website or bulletin board in the near future to support an ongoing discussion. In the meantime, please email responses to [UprootingRacism@NPYM.org](mailto:UprootingRacism@NPYM.org).

If your Monthly Meeting finds unity to support this minute, consider taking it to your Quarterly Meeting for additional seasoning.

The Uprooting Racism Committee will submit the minute, as amended--or not, for consideration by NPYM at its 2019 Annual Session to test for unity in support of the way it frames Uprooting Racism and for the corporate commitment to the actions it describes.