

# Proposed Minute to support NPYM engagement to Uproot Racism

as amended after seasoning through worship at the 2018 NPYM Annual Session  
shared now for additional seasoning in preparation for consideration at the 2019 AS

1. We Friends affirm our commitment to live our intertwined testimonies of Integrity, Equality, and Community, and we look to the transformative power of love to guide us in uprooting racism.
2. Friends recognize the impact of racism on all people of color, from overt individual discrimination and violence to insidious systemic rules and mores that limit educational opportunities, economic prosperity, shared power, medical treatment, housing security, and human dignity. Friends cannot ignore the injustice of substantial racial disparities in our prisons.
3. Friends recognize that white supremacy is a belief based upon lies; that people of extraordinary intellect and wisdom come from all continents and in all colors, and that the spiritual value of all people is paramount to the testimony of equality.
4. Racism also melds multiple ancestries, erasing cultural diversity and creating a false dichotomy of white and people of color. Too easily a common dominant culture is presumed, and this inhibits making room in our meetings for people of color. We acknowledge that Friends have been unwittingly complicit in perpetuating systemic racism. Like fish in the sea who only know water, that water is invisible to many.
5. Under Divine guidance, 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 these advantages and disadvantages have manifested in each of our lives. We endeavor to use this awareness to speak out against racial injustice.
6. Friends acknowledge the intergenerational trauma created by cultural annihilation, as well as the theft of native lands, genocide suffered by Native Americans, and enslavement of African people by European colonists. Friends acknowledge the economic benefit colonists and their descendants derived from all these actions, the results of racial inequity, and the egregious lack of reparations and profound suffering that remains. We acknowledge the need for institutional and personal apologies as a necessary step to healing and conciliation. We also acknowledge the necessity to seek guidance in how to remedy continued injustices perpetuated by systemic racism, and in the creation of improved alternatives.
7. 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 trust that divine assistance will guide us toward greater inclusivity so that by sharing power, all may benefit from everyone's gifts and none will struggle to feel heard and included. We commit to challenge ourselves and our meetings to take 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 become a beloved community structured by equality of opportunity, respect, and spiritual and economic well-being for all.