

NPYM Proposed Minute on Uprooting Racism

1. We Friends affirm our commitment to live the intertwined testimonies of Integrity, Equality, and Community as we look to the transformative power of love to guide us in uprooting racism.
2. Friends recognize the detrimental impact of racism on all people. Friends cannot ignore the injustice of substantial racial disparities. Under Divine guidance, we are led to explore how the veiled system of white supremacy rewards white people with unearned advantages in tandem with punishing people of color with pervasive disadvantages. We seek a deepening awareness of how these privileges and barriers have manifested in each of our lives. We endeavor to use this awareness to speak out against racial injustice.
3. We acknowledge that white Friends have been unwittingly complicit in perpetuating systemic racism and that there have been barriers to Friends of color inherent in Quaker systems. We seek guidance in how to remedy continued injustices perpetuated by systemic racism, and in the creation of improved alternatives. Such guidance seeking needs to include white people being in support—not leadership—roles, listening directly to people of color to learn of their needs and priorities.
4. We commit to examining traditions of Friends for barriers that exclude people of color and alter traditions accordingly. We are challenged individually and as 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.