

NPYM's Proposed Uprooting Racism Minute

North Pacific Yearly Meeting of the Religious Society of Friends, an organization of unprogrammed Quaker meetings and worship groups in Washington, Oregon, Idaho, and Montana 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.

Friends recognize the detrimental impact of racism on all people and the injustice of substantial racial disparities. Under Divine guidance, we are led to dismantle the system of white supremacy which rewards white people with unearned advantages while often 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 act against racial injustice.

We acknowledge that white Friends have erected barriers to Friends of color and continue to perpetuate systemic racism in Quaker systems. We commit to examining Friends' traditions and actions for barriers that exclude people of color and altering them accordingly. We seek guidance in how to remedy continued injustices perpetuated by systemic racism and in the creation of improved alternatives. Important roles for white Friends include listening directly to and supporting Friends of color, educating other white Friends about racism, and holding each other accountable.

We commit 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 accept the challenge to co-create Beloved Community with equality of opportunity, respect, and spiritual and economic well-being for all people everywhere.

We will create a team of Friends who outreach to quarterly meetings, monthly meetings, and worship groups to assess what assistance they would like in uprooting racism, offer resources and/or provide experiential workshops that allow for deep listening and work toward removing barriers. Resources supporting these actions can be found at <https://tinyurl.com/yyo4sctn>

5th Draft

July 21, 2019