

## **Draft Minute for DEI Next Steps**

The Ministry & Care committee describes the guiding principle of a truth and transformation process in this way:

We seek, as Friends, to be in right relationship with one another and with Spirit and... to build and maintain blessed community. That connection is precious and also fragile. When connection is disrupted, there is pain and loss. The goal of the truth and transformation process... is to create a space in which that connection can be re-woven and the fabric of relationship repaired.

## **Proposed Minute:**

Yearly Meeting in Session charges the Administrative Council to ensure a truth and transformation process unfolds over the course of the next year with the following goals, extracted from the DEI Sprint report:

- To surface specific harms and the various harmful dynamics in our yearly meeting that perpetuate racism with the intention of embracing anti-racism and racial justice for our community.
- To culminate in the renewal of our commitment as a yearly meeting to the 2015 minute on addressing racism through the development of a vision and mission for racial justice.
- To facilitate deep listening and greater capacity to honor multiple experiences and narratives about the same things at the same time. The process does not seek for us to reach agreement on particular things as a yearly meeting.

To do this, the Administrative Council will:

1. Appoint, with the presiding co-clerks, two or three midwives to carry the truth and transformation process.
2. Identify the necessary resources to support the midwives' successful work.
3. Assure regular updates and communications about the process are being shared widely, which should include the use of the network of monthly and quarterly meeting contacts the Anti-Racism Collaborative has developed.

Additionally, informed by the learning and experience of the Truth and Transformation process, the Council will charge the midwives with:

1. Developing and presenting to Annual Sessions 2022 for affirmation, a vision and mission statement for addressing racism as a yearly meeting.
2. Making a recommendation for the formation of the Racial Justice Holders.

## **Additional References**

### **2015 Minute**

Friends in Philadelphia Yearly Meeting tested and affirmed the work of our clerks and our elders, since being tasked during Annual Sessions in July 2014, to help discern a way forward in addressing many -isms including-racism, sexism, genderism and classism. Friends also heartily affirmed that as a Yearly Meeting we:

- Commit to increase our consciousness as Friends about the intersection of privilege and race in our culture and spiritual community. We know our knowledge is often limited by our own experiences and that we have much to learn from each other and from outside resources.
- Commit to move forward with our entire community. The yearly meeting is the community of all our individual Friends and monthly meetings and this work needs to be done with the involvement of all of us.
- Commit to integrate this work into what we do in an ongoing way at the yearly meeting level. We want this work to become part of the fabric of what we do whenever we get together as yearly meeting members and attenders.

### **Strategic Direction: Ensure our communities are welcoming and safe for all people**

We will look courageously into the roots of inequity in our culture, be willing to see and feel the pain it can cause, and choose to do whatever is necessary to take risks and to change. We will dismantle imposed barriers in our yearly and monthly meeting structures and activities, which impede our experience of God within our communities and within ourselves. We seek to make the congregations inside of our meetinghouses reflect the beauty and diversity of the world outside of them.