

## **HISTORY OF URJ IN SAYMA MINUTES**

### **SAYMA 2016 Minutes Concerning the Formation of a Racial Justice Committee:**

46-13 Racial Justice Proposal Steve Livingston (Asheville), SAYMA's representative from Asheville presented the following minute from Asheville Meeting. Asheville Friends approved the proposal at Fifth Month Meeting for Business in Fifth Month.

The proposal calls for SAYMA to create a Racial Justice Committee—or whatever they want to call it—charged with supporting SAYMA Friends of Color as a place they can bring their issues and concerns when they come up, as they inevitably must, in an effort to make SAYMA a safe and welcoming community for Friends of Color.

This committee would also be charged with educating the wider SAYMA community regarding issues of race and racism; compiling and disseminating resource materials; identifying and selecting workshop presenters, anti-racism trainers, organizers and organizations within our SAYMA region; and facilitating access to said resources among SAYMA Friends. Comments from the floor:

- Overall, there was support for creating such a committee; however, some Friends wanted to make sure that we were spending some time reviewing the minute and figuring out what the Yearly Meeting needs in forming said committee. Friends were clear that this was not the same as Peace and Social Concerns as Racial Justice is not just about what is happening outside of the yearly meeting but also what it happening inside our own body.
- The Racial Justice Committee would be a place for people of color to come when they have concerns about something happening in the yearly meeting as well as be a committee to support the developing resources for our monthly meetings. This is a population that deserves to be heard, loved, and fully included.
- The role of this committee is extremely important for the yearly meeting as a whole to educate and add resources to understanding the issues of racism and the things white Europeans are doing to contribute to racism.
- Friends expressed the need to make sure that we are doing outreach and working with our children and addressing their understanding and exposure to diversity or the lack thereof. This committee may help do outreach to people of color. We have this wonderful religion made up of great faith and practice, yet we keep it a secret. There is an opportunity for us to encourage people of color to join our Faith through this committee.
- Another Friend mentioned that we might want to set guidelines about the makeup of the committee as well as make sure we get input from our young adult friends. Friends were concerned that at times we have seasoned a topic too much.
- Friends thought that we might make it an ad hoc committee so that it could start working and discerning what it was called to take part in. Another Friend mentioned that ad hoc did not prioritize the group enough to show that we as a body are committed to the work for the long haul.
- Also, with seasoning, it become easy to make too broad of a proposal that then doesn't allow the committee to do its work reasonably and then dies from over commitment.
- Friends mentioned that three different issues had been mentioned: race, outreach and youth. Yes, they all merge, and it is too broad.

**46-13-01 The Yearly Meeting affirms the broad idea from Asheville Meeting to form a Racial Justice Committee and unites to form this committee by the end of the weekend. Rebecca Sullivan (Atlanta), Sharon Annis (West Knoxville) and Tim Lamb (Berea) will convene a group of interested Friends to get together to present a report back by Saturday business meeting.**

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46-31 Racial Justice Committee Proposal Continued Tim Lamm (Berea) presented the edited proposal on the creation of the Racial Justice Committee. We want SAYMA to be a welcoming and safe place for people of color. Therefore, we propose SAYMA create a standing committee on Racial Justice to support SAYMA Friends of Color and provide education and resources to monthly meetings and the yearly meeting regarding issues of race and racism. Examples include:

- providing spaces for listening and talking about our experiences of race and racism;
- compiling and disseminating resource materials;
- coordinating workshops and trainings.
- We propose an ad hoc committee to address needs that arise for support and education.
- *We also ask the ad hoc committee to develop the standing committee's charge and structure to be presented at Spring 2017 Representative Meeting.* We expect the ad hoc committee to be drawn largely from Friends of Color. Friends asked for clarification about why the ad hoc and standing committee were both used in the proposal. To create a standing committee, we need to follow some procedural steps to get the committee description and procedures prepared, so we are creating an ad hoc committee to both set up the procedures as well as act on any concerns that may arise for the standing committee before it is completely formed. Friends had some concerns regarding the racial makeup of the committee. However, other Friends spoke of the importance of the committee for all of us no matter our race.

***46-31-01 Friends approved the proposal.***

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138-06 Peace & Social Concerns (Bob Welsh) Bob Welsh, clerk, reported on behalf of Peace and Social Concerns. He started with a query: Earthcare does their work independent of Peace and Social Concerns, so should the new SAYMA Uplifting Racial Justice (URJ) committee have a direct connection with SAYMA or through Peace and Social Concerns? Peace and Social Concerns serves as a conduit between the Yearly Meeting and Monthly Meeting about concerns that are brought for the yearly meeting body to discern. **Friends started by answering the query and Friends realized that Peace and Social Concerns works outside of the Religious Society of Friends and the SAYMA URJ committee is more focused on the Quaker structures and internal struggles of racial justice.**

138-15 Ad hoc Uplifting Racial Justice Committee, Sharon Smith and Folami Adams [Attachment L\*] The ad hoc committee has named the standing committee SAYMA Uplifting Racial Justice Committee (SAYMA URJ). Sharon and Folami are the selected co-clerks.

The committee drafted a mission, vision and goals for the committee by surveying Friends of color in the yearly meeting. Sharon and Folami read the report.

Friends had a conversation about how to raise or distribute the money for the \$16,000. Friends were reminded that by not doing the work of racial justice it has cost us, head counts, in our monthly meetings. If we don't put the resources toward increasing our membership and racism justice in our home meetings, this will never change. Friends *seem to agree* that we have a reserve and some other places that money can be moved around to help support this budget (including the use of the released friend fund). However, we agree that Representative Meeting can't make this change today. Instead we are in unity to fund the Friends of Color pre-SAYMA gathering.

The full budget will be brought to yearly meeting. SAYF is an example of how we may move forward with creating the SAYMA URJ bank account/budget with accountability.

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Friends asked if we were also making sure that we are not only funding the pre-retreat but also making sure that Friends of color are also able to afford yearly meeting sessions. Friends were reminded that SAYMA sessions have scholarship funds 6 available and that last year we did not use all of these funds.

Sharon and Folami will work with Friends of color to remind them that there is scholarship money and help them navigate the system.

**Minute 138-15-01:** Friends approved funding up to \$1000 for the Friends of Color pre-yearly meeting retreat so that SAYMA URJ can go forward with planning this retreat. The rest of the budget request will come to the yearly meeting at summer sessions.

**Minute 138-15-02:** The Clerk and the co-clerks of SAYMA URJ will work together to come up with the report and some guiding questions for monthly meetings to review this proposal before yearly meeting sessions.

**Minute 138-15-03:** Representative Meeting asks monthly meeting to review the proposal and bring questions and concerns to both yearly meeting sessions and in email to the co-clerks of SAYMA URJ.

**Minute 138-15-04:** SAYMA URJ will create an itemized Budget to add to their report at summer sessions

### **\*ATTACHMENT L: URJ MINUTES**

SAYMA/URJ Report Six Friends of Color (Folami Adams, Lisa Bennett, Gabrielle Hammonds, Shahina Lakhani, Art Jones and Sharon Smith) were charged with forming a standing SAYMA committee to support Friends of Color and provide educational resources to SAYMA yearly and monthly meetings regarding issues of race and racism. Loving fellowship was enjoyed by all as we accomplished the tasks through working worship on the weekend of November 18-20, 2017 in Atlanta. The committee members decided that the name of the standing committee is SAYMA/URJ (Uplifting Racial Justice). Folami Adams (Atlanta) and Sharon Smith (Asheville) are its co-clerks.

A draft mission statement and vision were written and approved by the committee. Goals were agreed on by canvassing a wider group of SAYMA Friends of color (FOC) regarding what they need to feel safe and welcome as SAYMA Friends of Color. SAYMA/URJ approved those too.

**Vision:** SAYMA/URJ envisions a Yearly Meeting community where every Friend of color is safe and feels welcome. We see a SAYMA community where the divine light Attachment L: SAYMA Uplifting Racial Justice Report 50 within every Friend of color is affirmed, his or her unique history, spiritual journey and lived truth is honored, where our messages and concerns, are heard and respected with due consideration. We see a SAYMA community where Friends of color are empowered to build close spiritual Friendships, appreciation, love and support for the weighty responsibilities we carry as people of color, embodying Quaker Testimonies, within and outside of the Religious Society of Friends. **Mission:** To help SAYMA become a safe and welcoming place for Friends of Color. The committee will do this by providing a safe place for Friends of Color to bring issues and concerns regarding racism within their monthly meetings and SAYMA and to find support and advocacy. The committee will also work to raise awareness about white supremacy (aka racism) within SAYMA by compiling and disseminating educational resources.

**Goals:** The following goals were compiled by canvassing SAYMA Friends of color (FOC). We asked what FOC needed to feel safe and welcome among Friends.

1. Help navigate Quaker culture and process (e.g., a FOC welcome committee; a printed guide to Quaker culture for newcomers; and/or assigned mentors).

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2. Provide opportunities to connect with other FOC to build a community of support, share experiences and resources, and receive emotional and tactical support from other FOC.
3. Commit to addressing the concerns of FOC and respond to said concerns in a timely manner with sincere listening and not avoidance, “management,” and process violence.
4. Engage in a conflict resolution/reconciliation process that does not expect victims to facilitate or take responsibility for what happened to them.
5. Hire skilled facilitators for private FOC only sessions to help FOC understand and heal from generational racial trauma and develop personal and group empowerment.
6. Arrange ongoing workshops and other opportunities for learning that focus on dismantling racism for all SAYMA Friends, beginning with the Yearly Meeting leadership (including all clerks, the Planning Committee, Ministry and Nurture, the Education Committee, and the Finance Committee).

### Approved:

1. Folami Adams and Sharon Smith will serve as co-clerks.
2. SAYMA/URJ will meet every quarter (a schedule has yet to be approved).
3. Only FOC will be members of SAYMA/URJ.
4. SAYMA/URJ encourages Friends of European descent to support SAYMA/URJ by forming a separate committee or working group.
5. SAYMA/URJ will create and manage an operating budget with sufficient funds readily available to dispense grass roots reparations and fund operational expenses as needed
1. Attachment L: SAYMA Uplifting Racial Justice Report 51 (e.g., lodging, transportation, and travel expenses; resources; training as well the cost of an annual pre-SAYMA gathering and skilled facilitation. 6. SAYMA/URJ needs its own bank account to create financial independence and autonomy for FOC.

### Recommendations

1. Hire CrossRoads Anti-Racism Training and Organizing to train all the YM clerks and staff as well as Friends in Ministry and Nurture, the Finance Committee, the Nominating Committee and the Quaker Education Committee. <http://crossroadsantiracism.org/organizing/institutional/>
2. Include SAYM/URJ members on the SAYMA Planning Committee, Ministry and Nurture, the Nominating Committee, the Quaker Education Committee, and the Finance Committee. Ideally, there should be at least one SAYF representative/intern working with SAYMA/URJ.
3. Grant SAYMA/URJ an independent operating budget (see budget request). Budget Request SAYMA/URJ requests \$16,000 (approximately 20% of SAYMA’s overall income) for fiscal year 2017 in order to faithfully and sufficiently fulfill its mission and goals. SAYMA/URJ requests a separate bank account in order to establish financial independence and confidentiality for Friends of Color. *The money will be used to dispense grass roots reparations and fund operational expenses as needed (e.g., lodging, transportation, and travel expenses; resources; training; the cost of our annual pre-SAYMA gathering; skilled facilitation for racial trauma healing for FOC; part-time administrative support, compilation of an anti-racism/multicultural resource database for all SAYMA Friends).*

Here is to SAYMA Uplifting Racial Justice!

Folami Adams (Atlanta) SAYMA/URJ co-clerk Sharon Smith (Asheville) SAYMA/URJ co-clerk Lisa D. Bennett (Memphis) Shahina Lakhani (Atlanta)

**REP MTG SPR 2017**

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The committee drafted a mission, vision and goals for the committee by surveying Friends of color in the yearly meeting. Sharon and Folami read the report. **Friends had a conversation about how to raise or distribute the money for the \$16,000.** Friends were reminded that by not doing the work of racial justice it has cost us, head counts, in our monthly meetings. If we don't put the resources toward increasing our membership and racism justice in our home meetings, this will never change. Friends seem to agree that we have a reserve and some other places that money can be moved around to help support this budget (including the use of the released friend fund).

However, we agree that Representative Meeting can't make this change today. **Instead we are in unity to fund the Friends of Color pre-SAYMA gathering.** The full budget will be brought to yearly meeting. SAYF is an example of how we may move forward with creating the SAYMA URJ bank account/budget with accountability.

Friends asked if we were also making sure that we are not only funding the pre-retreat but also making sure that Friends of color are also able to afford yearly meeting sessions. Friends were reminded that SAYMA sessions have scholarship funds 6 available and that last year we did not use all of these funds. Sharon and Folami will work with Friends of color to remind them that there is scholarship money and help them navigate the system.

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Minute 138-15-04: SAYMA URJ will create an itemized Budget to add to their report at summer sessions.

### **YM 2017**

47-19 Uplifting Racial Justice Committee Proposal (SAYMA URJ) (Attachment J)

We started this agenda item by acknowledging the ancestors of these lands. Sharon Smith opened by singing the Anishnabeg Prophecy Song to the four directions. Translated into English, it calls us to remember to: Arise, wake up, stand up, Be counted. Take care of your responsibilities, To yourselves, your families, and your communities, For you are recognized in the Spirit World.

Folami Adams (Atlanta) and Sharon Smith (Asheville) co-clerks of SAYMA URJ read some of the report to give us background of what has happened in the last year since minute 46-31- 01 was approved.

They followed by reading the Vision, Mission, and Goals of the Committee (See Report).

Friends responded to the proposal. One Friend supported the proposal because we need to put our money where our mouths are.

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Friends have concerns about the budget and the amount of money, but the Clerk was clear that at this time we need to focus on approving the formation of the committee and then after that we can approve the budget request. Another Friend stood in support of the creation of the committee, but also stated that they don't believe it is the body's role to wordsmith or talk about the vision, mission, and goals for this group.

The friend asked how can the body support SAYMA in reaching these goals? Is it for SAYMA URJ only or is it something for the whole body? The answer was yes.

**The White support group** is the way for non-People of Color to support the work of the goals and helping the yearly meeting as a whole reach these goals. A Friend asked is there a goal to increase the number of Friends of color. The co-clerks of the committee answered this question by saying that the way to increase Friends of color is about welcoming new Friends so that they understand the system. Creating a positive experience is much more important than actually increasing the number by a certain percentage in a certain amount of years.

There was not unity at this meeting to approve the formation of the committee. With time running out we decided to hold over the process and return to this business item the next day.

47-26 Uplifting Racial Justice Committee Proposal (SAYMA URJ) (Attachment J\*) Friends returned to the proposal from SAYMA URJ. The Clerk lead us through a step by step unity process to figure out what we could unite and where we had concerns.

First Statement: SAYMA understands its deep responsibility to create an environment that is safe and welcoming to Friends of color and continues to unite behind the creation of a standing committee to provide focused support in their monthly meetings and at Yearly Meeting. Friends had a couple concerns and words to change, but were ready to move forward. A need was brought to us and we need to uphold this idea and keep moving toward finding out how to get there.

One Friend asked if the Clerk was not able to clerk this item, but generally the body agreed the Clerk had a vision for how to clerk the meeting, but not a vision for where we would end at the end of the day. One Friend stood and shared that they were not sure the Yearly Meeting needed a standing committee but instead a leadership team to lead a well-funded campaign to show us where our racism is. This friend was not standing in the way but was offering their vision for what the yearly meeting might do to specifically to address this issue directly.

Second Statement: SAYMA URJ Vision: SAYMA/URJ envisions a Yearly Meeting community where every Friend of color is safe and feels welcome. We see a SAYMA community where the divine light within every Friend of color is affirmed, their unique history, spiritual journey and lived truth is honored, where our messages and concerns, are heard and respected with due consideration. We see a SAYMA community where Friends of color are empowered to build close spiritual Friendships, appreciation, love and support for the weighty responsibilities we carry as people of color, embodying Quaker Testimonies, within and outside of the Religious Society of Friends.

Friends were in agreement with the vision of this committee.

Third Statement: SAYMA URJ Mission: To help SAYMA become a safe and welcoming place for Friends of Color. The committee will do this by providing a safe place for Friends of Color to bring issues and concerns regarding racism within their monthly meetings and SAYMA, and to find support and advocacy. The committee will also work to raise awareness about white supremacy (aka racism) within SAYMA by compiling and disseminating educational resources.

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One Friend stood to state their discomfort with the term White Supremacy because White Supremacy is a term that represents the white caps and physical violence done. They did acknowledge that there is also some structural violence aspect of racism but that is not what they hear when the term White Supremacy is said. Other Friends stated it is important for this term to stay in because as White Friends we need to be okay with the discomfort of the term. A Friend of Color offered us the reminder that we “White Friends” have been given the power and that now is the time to change that. This Friend is supporting the White Friends as they acknowledge and enter the work. Another Friend stated that this statement is written succinctly. We don’t want to water it down by changing the wording, but offered that we provide an asterisk to define and understand the context for why we are using White Supremacy. Another Friend reminded us that the United States is founded on White Supremacy because people arrived and started kicking people around and there isn’t a need for an asterisk, instead we need to acknowledge that foundation of our country. Friends continued to acknowledge that the phrase makes them uncomfortable, and yet the statement is important in the way it was presented. Who are we to presume the lived experience of others. Friends were able to come to agreement about the mission statement as written.

Next we moved to concerns about the structure of the committee.

The following concerns were raised and some were responded to:

Irony of working towards equality but only Friends of Color will be members of SAYMA URJ. We are all Friends and that divine spirit speaks in and through all of us.

Friends need to be separate so that Friends of Colors can make sure they stay in the leadership.

Another reason the committee needs to be made up of on Friends of Color is because there is work that Friends of Color need to do with each other.

There is no provision for how people are to be members. What happens if members of the committee leave or grow wary who replaces them? The Ad Hoc committee was named by the Clerk with most people bringing their own name forward.

**The ad hoc committee would like to recommend that nominating committee bring the names forward, but members of SAYMA URJ send the recommendations for those names.**

How the committee works inside the structure of SAYMA and Monthly Meetings. We are all Friends. We need to work collectively to find the Yearly Meeting’s way. This committee if it gets formed, will ultimately be doing its own work and needs to report to the yearly meeting so that the whole body is aware of the work they do.

There was a sense of fear in the room that was based in the fact that White Friends will be excluded from the work of the committee. A set of Friends reminded us that Quakers do this all the time, for example, Finance Committee, and Youth Groups. The people that make up these committees bring their talents and are drawn to the work of that committee. A new issue has come forward and Friends of Color are the people who need to do this within this specialized group. We ought to have faith and trust in this committee, to let them form, let them find the details in that committee and how they might work and bring things forward to the entire Yearly Meeting. Clearly this committee does not work if it does not work within and for all of us.

It is not the practice of SAYMA to form committees that are exclusionary by visible designations. We do not have to form a committee for Friends of Colors to organize themselves, where

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separation between SAYMA and the body SAYMA is creating. We are one yearly meeting. We are not an assembly of groups. We are one yearly meeting. –

This is not a committee of SAYMA but instead a group we honor. A SAYMA committee is open to friends who have the talents and have the motivation. And ultimately selected by the Spirit through the body.

SAYMA committees do not have their own checking account. SAYMA committees have a budget and they are administered from the Treasurer.

Further consideration from the points of concern from Charleston meeting.

For this committee to do this work, we need to make SAYMA safe for them and it makes complete sense for a committee that is doing this work. We all need to feel safe for this committee to be formed.

Concern of what has happened since the mission and vision was formed. A Friend on the ad hoc committee has experienced some silencing on the next steps. Sometimes visionaries are not the ones to do the work. This Friend has felt like they have been asked to leave the group.

Another Friend responded by saying what they thought had happened so that the body heard their experience. Friends of Color have different experiences in term of experience in Quakerism, as well as identity and childhood experiences. The SAYMA URJ community and committee has its own work to do. T

The Clerk tried to seek approval of the formation of the standing committee with the following Proposed Minutes.

Proposed Minute 1: Friends approved the creation of a standing committee with the vision and mission as presented in the proposal. At the same time, Friends ask that these concerns, brought today, and other concerns be taken back to the committee and ask that the committee bring back a report to representative meeting and then Yearly Meeting.

Proposed Minute 2: The body asks nominating to appoint 3 friends for one-year term and 3 friends for a two-year term so that the standing committee can be filled this week to start the staggering of terms. Friends were not ready to approve the minutes as written. The Clerk took some time to try to figure out where we might go next.

Friends were finally able to approve the following minute:

**47-26-01 Friends approved the creation of the SAYMA URJ standing committee with the vision and mission as presented in the proposal. [see in blue, below]**

### **\*ATTACHMENT J SAYMA/URJ Report**

Six Friends of Color (Folami Adams, Lisa Bennett, Gabrielle Hammonds, Shahina Lakhani, Art Jones and Sharon Smith) were charged with forming a standing SAYMA committee to support Friends of Color and provide educational resources to SAYMA yearly and monthly meetings regarding issues of race and racism. Loving fellowship was enjoyed by all as we accomplished the tasks through working worship on the weekend of November 18-20, 2017 in Atlanta.

The committee decided the name of the standing committee is **SAYMA-URJ (Uplifting Racial Justice)**. Folami Adams (Atlanta) and Sharon Smith (Asheville) are its co-clerks. A draft mission statement and vision were written and approved by the committee. Goals were agreed on by canvassing a wider group of SAYMA Friends of color (FOC) regarding what they need to feel safe and welcome as SAYMA Friends



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of Color. SAYMA-URJ organized the concerns FOC shared with us into Goals, and they were approved, also.

**Vision:** SAYMA/URJ envisions a Yearly Meeting community where every Friend of color is safe and feels welcome. We see a SAYMA community where the divine light within every Friend of color is affirmed, his or her unique history, spiritual journey and lived truth is honored, where our messages and concerns, are heard and respected with due consideration. We see a SAYMA community where Friends of color are empowered to build close spiritual Friendships, appreciation, love and support for the weighty responsibilities we carry as people of color, embodying Quaker Testimonies, within and outside of the Religious Society of Friends.

**Mission:** To help SAYMA become a safe and welcoming place for Friends of Color. The committee will do this by providing a safe place for Friends of Color to bring issues and concerns regarding racism within their monthly meetings and SAYMA, and to find support and advocacy. The committee will also work to raise awareness about white supremacy (aka racism) within SAYMA by compiling and disseminating educational resources.

**Goals:** The following goals were compiled by canvassing SAYMA Friends of color (FOC). We asked what FOC need to feel safe and welcome among Friends?

1. Help navigating Quaker culture and process (e.g., a FOC welcome committee; a printed guide to Quaker culture for newcomers; and/or assigned mentors).
2. Provide opportunities to connect with other FOC, in order to build a community of support, share experiences and resources, and receive emotional and tactical support from other FOC.
3. Commit to addressing the concerns of FOC and respond to said concerns in a timely manner with sincere listening and not avoidance, "management," and "process violence." \*
4. Engage in conflict resolution/reconciliation processes that do not expect victims to facilitate or take responsibility for what happened to them.
5. Hire skilled facilitators for private FOC only sessions, to help FOC understand and heal from generational racial trauma and develop personal and group empowerment.
6. Arrange ongoing workshops and other opportunities for learning that focus on dismantling racism for all SAYMA Friends, beginning with the Yearly Meeting leadership (including all clerks, the Planning Committee, Ministry and Nurture, Junior Yearly Meeting, YAFs and the Finance Committee).

### **Approved:**

1. Folami Adams and Sharon Smith will serve as co-clerks.
2. SAYMA/URJ will meet every quarter (a schedule has yet to be approved).
3. Only FOC will be members of SAYMA/URJ.
4. SAYMA-URJ encourages Friends of European descent to support SAYMA-URJ by forming a separate committee or working group.
5. SAYMA-URJ will create and manage an operating budget with sufficient funds readily available to dispense grass roots reparations\*\* and fund operational expenses as needed Attachment J: SAYMA Uplifting Racial Justice Ad Hoc Committee report 70 (e.g., lodging, transportation, and travel expenses; resources; training as well the cost of an annual pre-SAYMA gathering and skilled facilitation).
6. SAYMA-URJ needs its own bank account to create financial independence and autonomy for FOC.

### **Recommendations**

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1. Hire CrossRoads Anti-Racism Training and Organizing to train all YM clerks and staff as well as members of Ministry and Nurture, the Planning Committee, Finance Committee, the Nominating Committee, Junior Yearly Meeting, SAYF and YAFs.

<http://crossroadsantiracism.org/organizing/institutional/>

2. Include SAYMA-URJ members on the SAYMA Planning Committee, Ministry and Nurture, the Nominating Committee, the Quaker Education Committee, and the Finance Committee. Ideally, there should be at least one SAYF representative/intern working with SAYMA-URJ.

3. Grant SAYMA-URJ an independent operating budget (see budget request).

### **Budget Request**

SAYMA/URJ requests \$16,000 (approximately 20% of SAYMA's overall income) for fiscal year 2017 in order to faithfully and sufficiently fulfill its mission and goals.

SAYMA/URJ requests a separate bank account in order to establish financial independence and confidentiality for Friends of Color. The money will be used to dispense "grass roots reparations"\* and fund operational expenses as needed (e.g., lodging, transportation, and travel expenses; resources; training; the cost of our annual pre-SAYMA gathering; skilled racial trauma healing facilitation for FOC; part-time administrative support, compilation of an anti-racism/multicultural resource database for all SAYMA Friends).

It was suggested at the SAYMA Representative Meeting in March, that SAYMA-URJ model its budget process on the budget process SAYF uses, as SAYF has a separate bank account and does its own budgeting, record keeping and reporting.

The disbursement for SAYF is budgeted by SAYMA at a set amount each year. They don't submit a budget proposal to receive funds. They submit regular financial reports and accounting records.

SAYF uses Quickbooks for bookkeeping - recording reimbursements for expenses, transactions on their account, income and so forth. They electronically store expense receipts and also use an Excel database for retreat by retreat bookkeeping, and physically file copies of deposit information. They currently communicate Quarterly Financial Reports to the SAYMA Treasurer and an Annual Financial Report, as well as an Annual Report on SAYF's activities and participation, to SAYMA each June.

Attachment J: SAYMA Uplifting Racial Justice Ad Hoc Committee report 71 These are the aspects of the SAYF budget and fiscal process SAYMA-URJ would like to adapt. We ask that someone from the Finance Committee work with the SAYMA-URJ co-clerks to set up a similar SAYMA-URJ financial system. Here is to SAYMA Uplifting Racial Justice! Folami Adams (Atlanta) SAYMA/URJ co-clerk Sharon Smith (Asheville) SAYMA/URJ co-clerk Lisa D. Bennett (Memphis) Shahina Lakhani (Atlanta)

\*Process Violence: When Quaker Process is used to block and/or control leadings of the spirit, and otherwise cause harm.

\*\*Grass Roots Reparations: To do right, by giving-back, according to your capacity, without waiting for an act of Congress. Individuals and institutions can do this.

### **REP MTG FALL 2017**

#### **139-06 SAYMA Uplifting Racial Justice Committee**

Those present from the committee introduced themselves: Lisa Bennett, Sharon Smith and Adrian Mehr. SAYMA URJ gave their initial report at March 2017 Representative Meeting and then re-reported at SAYMA Yearly Meeting Sessions. West Knoxville provided hospitality for a very long all day meeting the day September 15 (the day before Representative Meeting) for SAYMA URJ to continue their work

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and prepare their report for Representative Meeting. The goal of this report is not to revisit the mission and vision, but to instead look at the goals of the committee and then they have two proposals to make.

Lisa read the goals aloud to Friends.

1. Help navigate Quaker culture and process;
2. Provide opportunities to connect with other FOC in order to build a community of support; share experiences and resources; and receive emotional, strategic, and tactical support;
3. Work to resolve the expressed concerns of FOC in a timely manner;
4. Engage in culturally-relevant conflict resolution processes that honor SAYMA's commitment to uplifting racial justice;
5. Hire skilled facilitators to help FOC understand and heal from generational racial trauma and develop personal and group empowerment;
6. Arrange ongoing workshops and other opportunities for learning that focus on dismantling racism for all SAYMA Friends beginning with the Yearly Meeting leadership (including all SAYMA and Monthly Meeting clerks; the Finance Committee; the Planning Committee; Ministry and Nurture Committee; Junior Yearly Meeting; SAYF; and YAFs).

Friends were asked if they had questions or clarifications about the goals: As questions were asked the committee tried to answer the best that they could. **The committee continued to emphasize that for most goals there was a duality of responsibility: 1) all SAYMA Friends and 2) creating time and space for Friends of color only. Both dualities are present in every goal.**

Goal #1: A question arose about the difference between process and culture. The committee responded: To understand process, a person has to rely on others who have knowledge about Quaker process who can share materials. Culture in Quakerism is hard as black women, and Friends of color need the support of each other to be able to navigate Quaker culture.

Goal #3: A question arose around a concern about how these new structures will interact with processes already in place at the Yearly Meeting level, such as Ministry and Nurture being called upon during times of conflict, as well as a concern about what a 'timely manner' means. There are times and situations in which Friends of color need to address and want to address as Friends of Color. There is not always a need for Ministry and Nurture to shepherd the concern. As a community, everyone need to be aware that "timely matter" can be used as a way to dismiss an issue. For example, "we will get to that" can be heard as a condescending and dismissing away the concern. We need to address these situations when these issues happen.

Goal #5: Racism impacts People of Color. Friends of color have work to do amongst themselves to educate themselves so they can then help SAYMA as a whole deal with racism. Education and learning is not just for White Friends.

Goal #6: A question arose about if the committee would be bringing back proposals for education pieces or just arranging and planning them for the body. The idea behind goal #6 is that we are informing ourselves (everyone in SAYMA) about racism and how it is affecting our monthly and yearly meeting. This can be bibliographies as well as workshops from outside organizations. If we are saying as a yearly meeting we are committed to dismantling racism, then we need to provide opportunities for people to join in on education.

- o Another question arose about how these resources will be provided to the body. Friends proposed that SAYMA URJ have a space on the SAYMA website and there was general support for this idea.

## HISTORY OF URJ IN SAYMA MINUTES

o SAYMA URJ is looking into how outreach might happen to help increase the membership of Friends of color.

Friends commended the committee for the fabulous goals and the tedious work these Friends have done. Uplifting Racial Justice is one part of community building that is vitally important for anyone.

Recommendations from SAYMA URJ:

- 1) Make-up of the Committee (Who): The SAYMA URJ committee be a committee of Friends of color only. The goals and the discussion today highlight and outline why it is necessary to have a Friends of color only committee. The pre-meeting to yesterday's meeting highlights the ways this work is recommended.
  - o White Friends struggled together to understand the request for a Friends of Color only committee. Friends brought up the rhetorical question to make sure the committee has thought about: how they are going to communicate why White Friends are not invited to their committee meetings. The committee has thought about this and clearly stated the reasons in their understanding of the power of racism and working against internalized oppression (see the next paragraph). Friends were reminded that this committee structure of only People of color is unprecedented. It is a good thing, that this is not something that has been done this way, but needs to be done this way. We have a unique opportunity to make it happen and see the beauty of creating a safe space for Friends of color take leadership and the authority to lead the yearly meeting in the work of uplifting racial justice. The committee acknowledges that it is putting White Friends in the position of following Friends of Color's leadership, which is the current construct in how to do anti-racism work. The committee asks that White Friends support other White Friends in undoing racism and seeing the adverse impact racism has on White Friends too.
  - i) Education on Power and Racism: - How can SAYMA undo its racism if we do not understand what racism is and how it operates? We must first have a working knowledge of what racism is, if we are to do more than pay lip service to the job. –
  - ii) The first thing to understand, is that the U.S. was founded as a white supremacist colonial settler nation. As such racism, aka White Supremacy is built into its structure. What is racism? The broadly accepted academic definition of racism is, "racial prejudice plus power." In other words, racism is a set of interlocking systems designed to advantage white people and disadvantage people of color. That is why people of color, particularly Black and Native people, remain at the bottom of every quality-of-life indicator, while Whites continue to dominate all institutions of society. There has always been a relationship between race and poverty, and a relationship between race and wealth. So, the race construct is about institutional power, who has it, how it is maintained, who has access, how and why.
  - iii) Second, White people control all institutions of American society, therefore all Americans are socialized into a racially stratified culture, in which Whites are conditioned to believe they and their cultural norms are more advanced and superior, while Blacks and other peoples of color are considered primitive or inferior. Academics call this, "Internalized oppression." The key word here is "Internalized" because it is not obvious, and it takes practice to notice when and how this system functions in ourselves and others. White people suffer from "Internalized dominance," or an inclination to be in control of all systems, events and people of color. People of color suffer from "internalized inferiority"

## HISTORY OF URJ IN SAYMA MINUTES

- and have learned over many generations of being terrorized by white people in positions of power over them, to defer to White leadership and protect White people's interests, as a matter of survival. Because, in a white supremacist country, assimilation is the price of admission and acceptance, some people of color act as "gate keepers" for white institutions, protecting said institutions from challenge by other people of color questioning or confronting the racial power arrangement. That is what they are conditioned to do, as a matter of survival, even though this practice tends to pit people of color against one another. - Third, in order to dismantle racism in any mixed-race organization or institution, it is necessary to learn how the system of racial oppression works and how it affects White people and people of color differently. To that end, people of color have a different set of challenges to overcome than White people do. White people must learn to give up or share power, resources and leadership, while people of color need to get over their internalized fear and admiration of White people, develop trust in one another and leadership skills. This is why SAYMA URJ recommended that the standing committee be made up only of Friends of color, with an adjunct support committee of White Friends. Because people of color have been conditioned to defer to white leadership, it is best that Friends of color do the work to decolonize our minds and hearts with skilled facilitation, without White interference. Furthermore, since white supremacy is maintained by controlling the narrative around race, the processes for undoing racism and all the resources on the planet, SAYMA-URJ has recommended a separate bank account and a healthy operating budget.
- b) As the body struggled to release power but was also ready to trust the work of SAYMA URJ, some Friends had strong concerns about the unknown and it felt hard to move forward. Friends continued to work together to understand our fears of letting go and trusting, but we acknowledged that this was part of the way racism affects everyone in the room. One Friend had a concern that it sounded like the structure was two-fold: a program (a group of people who have needs and meeting that with support of the yearly meeting, like SAYF) and a SAYMA committee. And that the committee part needed to be open to all. This Friend really struggled to understand how to let go of the notion that the structure needed to fit into the ways we already do our work. Another way some people in the body tried to hold on to their power was state their fear that the Yearly Meeting wouldn't know what was going on in SAYMA URJ. There was a feeling that the body needed to trust that we are all working together to answer these questions, and that with time everyone will we figure out the process to make sure that SAYMA URJ is communicating with the greater body.
- 2) Budget Request:
- a) a. Proposed Budget: \$16,000 at Spring Representative Meeting. Overall those funds will be used to support the Mission, Vision, and Goals of the committee. These funds are not just for Friends of Color. Instead it is to support the work of dismantling or unraveling racism in SAYMA through the SAYMA URJ committee. Because the funds were not available in the Spring, some of the work the committee wanted to do in the summer did not happen. o
- i) Set-aside funds might help this request because we can see the amount SAYMA has contributed as well as allowing for individual donations to this committees work. However, as stated in the Treasurer's report, Finance committee is still working on an earmarked funds policy and procedure so we are treading into unprecedented terms.
- ii) Friends quickly realized that we needed to come back to this part of the proposal while we were looking at the budget during the finance report. See Minute 139-07-02 for decision to fund the SAYMA URJ set-aside fund.

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- b) SAYMA URJ requests a separate account to manage their own account that they are managing. Example for why: Friends of Colors know where their funds should be allocated and how they should be used.
- i) How is this different from other committees? In current committees, the clerk of the committee approves the request and asks the Treasurer to cut the check.
  - ii) SAYMA Policy: Neither the Treasurer nor Finance committee set budgets for committees. The Policy is Prudence: The expenses fall within one of the categories. The other is a reasonable expense. An upper amount beyond which the treasurer is notified of amounts of requests so we make sure that the money is there. •
    - Value is not included in this policy. Are we getting appropriate value for the money? This is one of the reasons it is important to have someone else looking at the money to make sure we can do as much of God's work with that money as possible. o Set-aside or bang for your buck: The Friends on the committee, understand how to spend their money and understand how compliance still works and how important it is to be in compliance. To support not supplant. Is this a reasonable expense. These thoughts are not lost on the people on the committee and they have the skill and knowledge. o We are gaining value by being intentional in taking on this work. Friends of Colors are being active in the Yearly Meeting.

**Minute 139-06-01: Representative Meeting requests that the SAYMA URJ committee and Finance Committee work together to bring forward a proposal to March's Representative Meeting for how SAYMA URJ funds will be administered.**

**Minute 139-06-02: Representative Meeting approves the establishment of the SAYMA URJ set-aside fund so that individual donations to SAYMA URJ can be accessed right away as we discern the way forward with Minute 139-06-01. These funds will be used to support the mission, vision and goals of SAYMA URJ and the clerk(s) of the committee will approve expenditures.**

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After a long discussion, Representative body approved transferring \$16,000 from equity to the newly created SAYMA URJ set-aside fund (see minute 139-06-02). Some of the concerns stated were: what is this money going to be used for? March Representative Meeting had asked for an itemized budget in minute 139-15-04 and the committee is clear that it will not give an itemized budget because they are not sure on the dollar amounts that will be used to help them meet their vision, mission and goals. One friend asked that we talk about giving them a smaller amount. The body tended to agree that giving a smaller amount also felt arbitrary and did not honor the work of the committee in choosing a number that felt reasonable given the amount of money SAYMA has in equity. Friends were reminded that this is an investment in ourselves and Quakerism because this is a transformational time. White Friends need to let go of the power and the control of how the money will be spent. Our Friends of Color have experience in dealing with budgets with due-diligence and we need to trust that with reports we will see the money being used.

We are not setting up a precedent in always giving this amount (even though that is the hope and wish of the committee), but instead stating we trust you and want to honor the hard work you are asking all of SAYMA to embark on. It is time to step into the unknown, letting it proceed and move along. This is not an irresponsible decision.

**Minute 139-07-02: Representative Meeting approves the addition of \$16,000 to the new SAYMA URJ set-aside fund for the FY 2018 budget from equity. We are approving this allocation with the**

## **HISTORY OF URJ IN SAYMA MINUTES**

**expectation that we will get reports at Representative Meeting and Yearly Meeting in 2018 on how the money was used.**

Minute 139-06-01 will help us understand how we are going to be adding funds in the future for the SAYMA URJ committee.

Three Friends stood aside for the following reasons:

Bob McGahey stands aside from this proposal because of his understanding of how he is accountable to his meeting and his understanding of some of the meeting's concerns with the proposal.

Michael Galovic had the following concerns: one year from now 1) we will have \$10,000 in reserves, 2) we will have no operating funds to continue the work of this committee, and 3) over the past six years we will have history of \$6000 operating cost deficit. This work is a lifelong commitment and we should give this committee time to get its sea-legs before funding them so strongly.

Charles Schade standing aside because of insufficient information to be in unity and respect that others have the light to go ahead. Do not oppose this activity, and hope that things will go well.

**Minute 139-07-03: Friends approved the budget with addition of the money to the SAYMA URJ set-aside fund.**

### **REP MTG SPR 2018**

140-07 SAYMA Uplifting Racial Justice (SAYMA URJ) Funds (Lisa Bennett) [Attachment F] Lisa Bennett, Acting Clerk of SAYMA URJ, (Memphis) reviewed the attached report. Earmarked funds are starting to come in for SAYMA URJ and about 20% have been spent for the pre-Rep Meeting Gathering in September.

Even though this document is a reiteration of the usual budget process of SAYMA, we are writing this report to reassure the process as a way to alleviate the fear that is present when working on anti-racism work. Set-aside funds for SAYMA URJ will be administered the same as other SAYMA set-aside funds. SAYMA URJ will follow the same process for budgeting from the yearly meeting. SAYMA URJ will have both a budget line since they are a committee, but they also have a set-aside fund where Friends are welcome to earmark donations to the yearly meeting for the purpose of SAYMA URJ work.

Disbursement of funds: We want to make sure that Friends of Color are entrusted to distribute the funds through the authorization of distributing the money. Friends nodding in support of this idea that the committee is authorized to disburse funds.

A question was asked about the scholarship fund. Friends clarified that just because we now have the SAYMA URJ fund Friends of Color are still able to use the SAYMA scholarships fund for SAYMA registration.

Friends continued to remind each other that the set-aside funds don't get used all at once, but instead are used over time. The types of expenditures that are going to be larger will be for training of members to bring that back to the Yearly Meeting.

Friends commented about how this report was brought with joy and clarity. Friends felt like it was easy to understand and didn't make their eyes glaze over, which is a common experience of financial reports.

**Minute 140-07-01: Friends received and accepted the SAYMA URJ Funds report with joy and thanks. Friends are full of joy and laughter today which is lovely.**

## **HISTORY OF URJ IN SAYMA MINUTES**

### 140-10 Site Selection Proposal

Friends brought forward the question about if now is the time to think about site selection again with the following query and discussion:

Do we have Friends willing to form a site selection committee to think about site selection in terms of our relationship to African-American culture and other relationships along these lines as we enter the work of uplifting racial justice and broadening our scope of understanding?

One Friend recommended that the site selection committee be about three people and have majority people of color.

Another raised the concept that the opportunity to think about where we spend our money, a new site may be a great opportunity to think about economic justice and spending our money towards schools such as Historically Black College and Universities.

As this process unfolds it is important to engage SAYMA URJ about hearing what concerns there may be to make Warren Wilson a more welcoming site.

**Minute 140-10-01: The clerk, Yearly Meeting Planning Committee, and SAYMA Uplifting Racial Justice committee will work together between now and Summer Sessions to bring a proposal for the site selection committee. Friends have asked for a budget for travel to be included in this proposal.**

### 140-16 SAYMA URJ (Lisa Bennett) [Attachment L]

Lisa, acting Clerk, (Memphis) reported on behalf of SAYMA URJ. Lisa started by thanking Jon for his letter before Representative Meeting and stated her safety concerns with family. Lisa reported on the work of the committee.

Lisa has been appointed clerk and Adrian as a member of the committee. Friends brought up concerns of the knowledge of Quaker practice and critical race theory of the members of the committee. No members have been appointed or nominated however several friends of color have expressed interest of working on or with the committee. Some friends of European descent have mentioned concerns of the membership of the committee. Those working with SAYMA URJ still agree that the compilation needs to be worked needs to stay with people of color with the support of European Friends of support next to them in a separate committee.

One of the requests during September Reps meeting was a list of Friends of Color so far this is 14 Friends of Color in SAYMA. Jon has provided this data but has not reached out to all meetings.

Budget or finance procedures were established through SAYMA URJ and Finance's work together. One request has been made for one friend to receive education and bring that back to yearly meeting sessions. Major budget concerns are training for SAYMA Leadership and for a pre-yearly meeting retreat.

Education possibilities for all Friends in SAYMA: Friends of Color recommends that we use The People's Institute ([www.pisab.org](http://www.pisab.org)) based out of New Orleans, LA for our critical race trainings. The People's Institute works with organizations to partner to make things economically feasible. Critical Race Theory: Being able to critic various theories in terms of race: systemic racism, as well as the impact of capitalism when it comes to United States economic situation.



## HISTORY OF URJ IN SAYMA MINUTES

A friend appreciated the work and spirit of the work of SAYMA URJ and in particular how it has woven through our work today.

Friends Concerns:

A Question was brought up about what does Friends of Color mean. Friends of Color agreed at the pre-retreat in September that anyone who self-identifies as a Friends of Color can be a part of the Friends of Color group. This is a self-identified determination even though by numbers most of our Friends of Color are Black or African-American, but Hispanics and other Friends would be welcome to be a part of the Friends of Color groups if they self-identify as one.

Another question was raised about the report stating a set of activities the committee is working towards, but what is the problem that is being solved? It is hard as a monthly meeting to support the action of activities without an understanding of what the problems are. The Clerk responded: Friends of Color being a small minority of our community and being members of our culture more broadly are aware of the ways our majority communities are constituted, unspoken rules, and biases. They see those adverse attributes in SAYMA and feel that those characteristics impede their involvement in the community. We as members of the majority have the privilege of not knowing. Not knowing when things are going adversely. Friends of color want to make their experience better but they also want to help the Friends of European descent understand when toes are being stepped on. Friends of color want to help SAYMA be mindful of the ways that feel traditional but may not feel safe to all members and not just the majority. Friends raised questions about if training would make it any safer due to the environment we live in externally to SAYMA? The response from the committee was we (SAYMA) need to do the work inside our institution so that we can then let that work extend to the other places we as individuals go out into the world in our daily lives.

White gaze – a term for people of color particularly Black people and Black people in the south that you remind your p's and q's in front of white people to be a survival mechanism. Because of this people of color will not say things or not act in a certain way or will act in a certain way because of perception. Because they are wondering what White people will think or do depending on the action of the Friend of Color. Giving space for Friends of color to process and do their work allows Friends of Color to not perform in this way. This will then filter throughout the yearly meeting and then filter into our everyday lives. Quakers are no longer insular, so this work will hopefully not happen in a Quaker vacuum.

Our education has limited the understanding of the cultures around us. The only way to open the eyes of White Friends is for People of Color to train White Friends of what was not taught in other places. We as SAYMA need to work together to educate one another and support the work of changing the cultures in which we all live in our daily lives.

The Clerk transitioned us towards the conversation of the membership of the Standing SAYMA URJ committee.

### **140-17 Membership of the SAYMA URJ Standing Committee**

**Friends of Color have proposed that SAYMA URJ's core membership be Friends of Color only and that then there be a support group made up of other Friends who follow the SAYMA URJ's leadership.**

Quakerism is both a part of the culture and counter-cultural all at once. SAYMA has a responsibility to deal with White Racism to deal with changing the culture. In our cultural way we need to get inside people's minds and hearts to change the culture. We still have to try and work at it to sensitize each other about the white racism we have been cultured in. SAYMA URJ

## HISTORY OF URJ IN SAYMA MINUTES

is part of the process in changing the culture. Let's try that this is part of the process. We may not see the end, but this is part of process of changing the culture.

At September's Representative meeting we approved SAYMA URJ as a committee within SAYMA that nominating fills. Nominating does this by people coming forward, with committee input, and then with everyone approving the slate. None of this is done by just a few people but by everyone being involved together.

One Friend raised a concern that we need to break down barriers not continue them or build them into our nominating structure.

Friends continued to speak about the concerns as well as need for this committee to be all Friends of color. Friends of Color have work that needs to be done without the white gaze (see definition at the bottom of the previous section of minutes). It is not exclusionary but instead inclusive for SAYMA. This institution has created a place for Friends of Color to learn and grow to enrich SAYMA. In its infancy we need to protect the committee.

The clerk and recording clerk started testing minutes to see if we were ready to entrust the committee in doing their work and support all of SAYMA in our education of anti-racism work.

Test minute 1:

Friends approved the following make up of SAYMA URJ: SAYMA nominating will nominate a core membership of SAYMA URJ that will be made up of Friends who self-identify as Friends of Color only. Nominating will also nominate a support committee of SAYMA URJ which will follow the leadership of SAYMA URJ.

Friends were not ready to approve this minute.

The following concerns were raised:

The core of the work is about building relationships and getting different people in the room. A concern was brought up that the core is spiritual formation and our language is talking more about the political change of the work. We need to make sure we are changing the spiritual change together. A concern was brought up about how the current proposal seems to contradict the current goals of SAYMA URJ to bring us together, because it is keeping us separate.

We need to identify and define our membership numbers.

We don't need to recognize the group of Friends of color they have come to us. We don't need to give them a "mother may I." We have given them one key thing with financial resources specifically for the mission already approved. Friends of Color as currently constituted with self-named clerk and self-named constituency. Then another single committee leads SAYMA in the activities of anti-racism work.

Test minute 1 (2<sup>nd</sup> reading):

Friends approved the following make up of SAYMA URJ: SAYMA nominating will nominate a core membership of SAYMA URJ that will be made up of Friends who self-identify as Friends of Color only. Nominating will also nominate a support committee of SAYMA URJ which will follow the leadership of SAYMA URJ.

The following recommendations were brought forward:

The collaborate together to support the whole group again. These two committees are expected to meet together at least once a year.

## **HISTORY OF URJ IN SAYMA MINUTES**

A question of the clerkship and making sure that we are talking about why this committee needs to be small and not just every person of color. We find that this committee needs qualifications similar to Ministry & Nurture as this committee is working to nurture the growth of the yearly meeting in uplifting racial justice. Serving on this committee requires skills such as, nurturing, serving and listening. All strong Quaker qualities that need to be present for this work to proceed. The compassion love nurturing listening, stepping aside from self that is intricate in clerking such a committee. It needs to exhibit someone as similar qualities of Ministry and Nurture.

Test Minute (3<sup>rd</sup> try):

Friends approved the following make up of SAYMA URJ: SAYMA nominating will nominate a core membership named SAYMA URJ Core (4-6 people) that will be made up of Friends who self-identify as Friends of Color only. Nominating will also nominate the SAYMA URJ Support Committee which will collaborate with the SAYMA URJ Core. Nominating is tasked with naming Friends who will support the work of the committees and bringing that work to the greater whole.

One Friend observed that the word “only” does not allow us to live in the balance of trust and power.

A Friend reminded us of the idea of Individualism – the way other white people affect people of color is because of their racism, but I must be different. Racism is a white problem. The victims of the problem are people of color. The heavy lifting needs to be white people. Not all white Friends get this or understand racism (even if we have been doing the work), but SAYMA trusts Friends of color to lead us in understanding. It is our responsibility of white Quakers to follow People of Color. What does it mean to follow people of color? We trust your committee’s discernment and your knowledge and experience to move forward with the process.

We need to have both the people of color’s experience and the white folks’ experience to better understand our white racism. Our minute is not yet talking about the ways white Friends also learn from our White Elders as well as our Friends of Color Elders.

Test Minute (4<sup>th</sup> try):

Upon the recommendation of the Friends of Color who have asked for SAYMA URJ, SAYMA approves the following make up of SAYMA URJ: SAYMA nominating will nominate a core membership named SAYMA URJ Core (4-6 people) that will be made up of Friends who self-identify as Friends of Color. Nominating will also nominate the SAYMA URJ Support Committee which will collaborate with the SAYMA URJ Core.

SAYMA URJ is not asking for us to separate but instead asking to educate how our lives have been impacted differently depending on the color of our skin. SAYMA URJ needs to take the lead of this work.

Friends heard encouragement for the minute. Friends continue to agree and with the minute but are not sure if we are ready to collaborate. We first need to give the leadership to the Core group with the hope that in time we will be ready to fully collaborate together.

Friends kept using and talking about trusting and entrust the core group. We were ready to trust the work of Friends of color and continue to wade through the work together.

Test Minute (5<sup>th</sup> try):

Upon the recommendation of the Friends of Color who have asked for SAYMA URJ, SAYMA approves the following make up of SAYMA URJ: SAYMA nominating will

## **HISTORY OF URJ IN SAYMA MINUTES**

nominate a core membership named SAYMA URJ Core (4-6 people) that will be made up of Friends who self-identify as Friends of Color. Nominating will also nominate the SAYMA URJ Support Committee which will follow the leadership of SAYMA URJ Core until such time that collaboration is possible.

After the 5th try a Friend rose and asked why we were trying to name or even create the support committee. Why don't we just approve the core membership and see where we are led later in the time. Friends were starting to feel the time pressure as we were an hour past our hoped end time. Right as the recording clerk got ready to read the final recommendation a handful of Friends left because they needed to start the long drive home. But Friends approve the following minute.

**Minute 140-17-01: Upon the recommendation of Friends of Color who have asked for SAYMA URJ, SAYMA approves the following make up of SAYMA URJ: Nominating will nominate a core membership for SAYMA URJ (4-6 members) that will be made up of Friends who self-identify as Friends of Color.**

*One Friend stood aside because our size just got smaller, feels like this is not as time sensitive as we think in needing to push this through today and third they are not settled.*

From YM 2017 Financial Report excerpts:

- Earmarked contributions to URJ are recorded in an equity account, and presently stands at about \$3300. In the future, SAYF contributions will be recorded in the same manner.
- Uplifting Racial Justice (URJ) expenditures. Minute 139-06-01 directed the SAYMA URJ committee and Finance Committee to work together to bring forward a proposal for administration of URJ funds. Two members of URJ and two members of Finance Committee collaborated in a proposal that is consistent with the needs of URJ and SAYMA's policies and practice. Finance Committee recommends approval of the report that URJ Clerk Lisa Bennett will present. We thank the URJ committee for knowledgeable and gracious feedback during the report's development.

### **ATTACHMENT F TO REP MTG SPR. 2018 MINUTES: SOURCES OF URJ FUNDS**

We anticipate that funds for SAYMA URJ work will be available from the sources listed below:

1. Earmarked contributions. Friends and others who wish to contribute to the work of SAYMA URJ are encouraged to make donations to SAYMA designated for URJ. Per Minute 139-06-01, the clerk(s) of the SAYMA URJ committee approve expenditures of earmarked contributions. Assuming approval of the proposed SAYMA policy on contributions, which the finance committee intends to present to RM in March 2018, contributions earmarked for URJ will be handled the same as earmarked contributions for other purposes. The proposed policy includes a provision for solicitation of earmarked contributions; it is possible that URJ will solicit contributions following the policy in the future. As of January 31, 2018, earmarked contributions for SAYMA URJ totaled \$4,050, of which \$722 had been spent, leaving \$3,328 available.
2. URJ set-aside fund. Initial funding of \$16,000 for the URJ set-aside was determined by Minute 139-07-02 in September 2017. Again, assuming approval of the proposed SAYMA policy on contributions, the URJ set-aside will be administered the same as other SAYMA set-aside funds. The clerk(s) of the SAYMA URJ committee will approve expenditures.
3. Annual SAYMA General Fund committee's budget. Typically, committee lines in the general fund budget pay for travel reimbursements needed for in-person committee meetings and for reporting at RM. From time to time, committees request funds for other specific activities. For the current fiscal year

## **HISTORY OF URJ IN SAYMA MINUTES**

(Oct. 1, 2017 – Sept. 30, 2018), \$0 was budgeted for the URJ committee line. However, the budget included a \$500 contingency pool for committee expenses, which could be drawn on in if needed for routine URJ committee expenses.

SAYMA committees participate in the annual budget process by requesting funds for committee activities and, if applicable, for set-aside funds for which the committee is responsible. The treasurer and finance committee consider committee requests as they develop the proposed general fund budget for the upcoming fiscal year. As they consider committee requests, the treasurer and/or finance committee may ask for more information and use their judgment about inclusion in the proposed budget. The final decision on the budget is up to YM (or RM in some years), which considers the proposed budget and may make changes before approving the budget for the next fiscal year. The URJ committee will participate in the annual budget process as other committees do.

### **Disbursement of SAYMA URJ Funds**

The basic principle is that SAYMA URJ funds will be disbursed following established SAYMA policies. This applies to all three sources described above: contributions earmarked for SAYMA URJ, the SAYMA URJ set-aside fund, and the general fund budget for committees.

Disbursements will follow the accounts payable process as explained in the SAYMA handbook. For all three sources, the URJ clerk(s) is/are the person(s) authorized to submit invoices for payment. The accounts payable process provides for communication between the treasurer and the authorized person(s) to clarify questions about authorization or budget, and for the treasurer to consult with the finance committee if questions remain. The accounts payable process also requires the authorized person(s) to communicate with the treasurer before making a commitment greater than \$500, to verify that the cash is available and that the expenditure is appropriate to the expenditure category. If the authorized person(s), i.e. the URJ clerk(s), has/have approved the expenditure and the funds are available in the appropriate category, the treasurer makes the payment. The accounts payable policy does not give the treasurer or the finance committee authority to deny or delay payment due to questions of judgment about the advisability of an expense that has proper authorization and for which funds are budgeted and available.

We anticipate the following pattern:

1. Routine committee expenses such as travel reimbursements for committee meetings or reporting to RM will be paid the same way that expenses of other committees are paid, i.e. from the URJ committee line in the General Fund budget. As explained above, if this budget is insufficient, it may be possible to draw on the committee expense contingency pool.
2. Pre-YM retreats, trainings and other URJ-sponsored activities will require spending for planning meetings, facilities, resource people and travel for resource people and some participants. These costs will be paid from earmarked contributions (first) and the URJ set-aside (after earmarked contributions are used).
3. URJ participants from within SAYMA are welcome to apply for scholarship funds to attend YM, the same as any other SAYMA Friends. URJ may use earmarked or set-aside funds to cover expenses of resource people invited from outside the SAYMA area.

### **Balance Sheet Considerations**

Again, SAYMA URJ funds will be administered the same as other SAYMA funds. Specific points are:

1. Cash will be held in SAYMA bank accounts. We are aware of the suggestion that SAYMA URJ have a separate checking account analogous to SAYF's. However, we found that the reasons for a separate SAYF checking account are not applicable to SAYMA URJ.

## HISTORY OF URJ IN SAYMA MINUTES

2. The SAYMA balance sheet will include two lines showing the unspent balances in contributions earmarked for SAYMA URJ and the unspent set-aside for SAYMA URJ. This is the same as for other earmarked contributions and set-asides.

### **Reporting**

Minute 139-07-02, which funded the URJ set-aside, includes the statement: “We are approving this allocation with the expectation that we will get reports at Representative Meeting and Yearly Meeting in 2018 on how the money was used.” Financial reports on the use of the set-aside will be the responsibility of the treasurer. URJ will report on its activities.

### **Conflict Resolution**

We are happy to report that our work was accomplished with good will, attentiveness to all concerns raised and cooperation from all. That said, we recognize that harmony may not always prevail, and thus we recommend the following:

Should URJ and the finance committee find themselves in disagreement about the use of funds for which URJ is responsible, all involved need to keep in mind that among the goals of URJ, warmly received at Rep Meeting 159, is: **Work to resolve the expressed concerns of Friends of Color in a timely manner.**

We don't have a specific conflict resolution process to propose at this time.

### **Attachment L: SAYMA URJ**

The vision, mission, and goals of SAYMA-URJ have remained the same as they were presented at the September 2017 Representatives Meeting. Some of what has been addressed since that time includes:

- 1) Lisa Bennett (Memphis Friends Meeting) serves as the acting clerk as appointed by Jon Saderholm (Clerk of SAYMA) with Adrian Maher (Memphis Friends Meeting) serving as a member of the committee. Some Friends have expressed concern about the leadership of the committee (i.e., the appointed clerk's qualifications to serve including knowledge of Quaker practices and processes and of critical race theory);
- 2) No other members have been appointed or nominated to the committee. However, several Friends of Color have expressed interest in either working on or with the committee. Additionally, several Friends of European descent have shared their concerns regarding the membership of SAYMA-URJ. The Friends of Color who met prior to the September 2017 Representatives Meeting expressed then and still believe that the core membership of SAYMA-URJ is solely comprised of Friends of Color for the reasons previously stated. We also maintain that a support group or committee of Friends of European descent is developed to work in collaboration with SAYMA-URJ. Some Asheville Friends have already begun this work. Also, Berea Friends have shared a minute to support the work of this committee.
- 3) At the September 2017 Representatives Meeting, Friends of Color asked for a list of Friends of Color throughout SAYMA from the most recent assessment. To date, Jon Saderholm (Clerk of SAYMA) has provided a list of 14 Friends of Color in SAYMA.
- 4) Budget and financial procedures for SAYMA-URJ were established through a series of phone calls and emails involving both the acting clerk and member of SAYMA-URJ and members of the Finance Committee. At this time, one request has been made to use allocated funds to support a Friend who plans to attend a training and share her learning at Yearly Meeting 2018. Two major budget concerns are a Friends of Color retreat and training for SAYMA leadership.

Respectfully Submitted, Lisa D. Bennett (Acting Clerk of SAYMA-URJ)

## **HISTORY OF URJ IN SAYMA MINUTES**

### **YM 2018**

SAYMA URJ has asked that information regarding self-identified Friends of Color be included on the census.

**48-12-05 The clerk's committee will discern the matter of collection and use of additional demographic data such as FOC in our community; and who is in charge of the collection and use of that data.**

Standing Committee listing for URJ: Uplifting Racial Justice (SAYMA-URJ): Lisa Bennett, Clerk Adrian Mehr, Sharon Smith and Clive Gordon, members

SAYMA URJ Committee Report - Lisa Bennett [See Attachment C: Committee Reports] Lisa wished all fathers a happy day, thanking the clerk for his support for the work of the yearly meeting during the past two years. Lisa listed the members approved to serve on the SAYMAURJ Committee. The affinity room was much appreciated. She also mentioned the formation of a support group comprised of Friends of European descent. Anti-racism efforts will serve all SAYMA members. Two recommendations came forward.

Training aligned with our representative meetings in the coming year are to be the focus through the People's Institute (PI). These trainers are less costly than some, but have proved effective. Fees will be paid from the SAYMA-URJ fund. Logistics of how to implement the plans will be the task of many Friends.

**48-20-02 Friends approved that SAYMA leadership anti-racism training be provided at fall/spring rep meetings by the Peoples' Institute. This training will take place over 2.5 days from Friday-Sunday (Rep meeting business simultaneous with training).**

**48-20-03 All Friends and all monthly meetings are encouraged to provide PI training in local areas paid for by local resources. SAYMA-URJ intends to provide matching funds for local Friends who attend.**

**48-20-04 PI training will be provided for the SAYF community and the leadership of JYM.**

SAYMA 2018 Annual Sessions Report for SAYMA-URJ (SAYMA Uplifting Racial Justice) Report presented on June 17, 2018 by Lisa D. Bennett (Clerk)

The vision, mission, and goals of SAYMA-URJ have remained the same since the September 2017 Representatives Meeting. As of June 2018, Four Friends of Color (FOC) have been nominated and approved to serve on the committee. They are Lisa D. Bennett (clerk, Memphis); Adrian Mehr (Memphis); Sharon Smith (Ashville; co-clerk of the original ad hoc committee); Clive Gordon (Atlanta; will also work with Ministry and Nurture).

Friends of European descent have formed a group to support SAYMA-URJ in carrying out the vision, mission, and goals of the committee. That support has been and will be at the direction of FOC and includes actions such as providing resources for learning for other Friends of European descent and assisting with logistics for FOC at meetings and gatherings.

At the September 2017 Representatives Meeting, FOC asked for a list of FOC throughout SAYMA from the most recent assessment. The March 2018 SAYMA-URJ report notes that Jon Saderholm (SAYMA Clerk) provided a list of 14 FOC in SAYMA. The committee is aware that this is not accurate data as 28 FOC have been identified in Atlanta Friends Meeting alone. During the June 15 Yearly Meeting for Business report of the ad hoc Assessment Committee, a minute was approved for the Clerk's Committee to discern who is responsible for collecting additional census data with an emphasis on FOC, how data

## **HISTORY OF URJ IN SAYMA MINUTES**

will be collected, and how data will be used. This information will aid SAYMA-URJ in carrying out its work for all of SAYMA and not just FOC.

FOC did not have a pre-SAYMA retreat this year. The financial burden for many FOC, which for many includes missing several days, is prohibitive. Instead, FOC are planning a fall retreat to which all FOC are invited for fellowship and opportunities for learning. The retreat is tentatively scheduled for October 2018 in Atlanta where the greatest concentration of FOC reside.

Budget and financial procedures for SAYMA-URJ were established through a series of phone calls and emails involving both SAYMA-URJ and Finance Committee members. Those documents were presented and approved at the March 2018 Representatives Meeting. Two major budget concerns for SAYMA-URJ are a FOC retreat and formal anti-racism training for SAYMA leadership and all SAYMA Friends. This leads to four recommendations from the committee--both of which are related to the committee's expressed mission, namely to "work to raise awareness about white supremacy (aka racism) within SAYMA by compiling and disseminating educational resources" and Goal #6 "to arrange ongoing workshops and other opportunities for learning that focus on dismantling racism for all SAYMA Friends beginning with the Yearly Meeting leadership."

### **RECOMMENDATIONS**

1. SAYMA leadership shall engage in formal anti-racism training as part of both Fall and Spring Representatives Meetings. This will maximize the available number of Yearly Meeting leaders to engage in training as Yearly Meeting personnel, Meeting representatives, and committee clerks generally attend Representatives Meeting. We recommend that training be provided by the People's Institute (based in New Orleans) because A) the People's Institute has trained and worked with Quakers in general and Friends of SAYMA in particular and thereby already has some understanding of our history and needs and B) the People's Institute provides highly-effective, research-based exploratory learning opportunities that are less costly than that of other anti-racism training providers.

Regarding logistics and funding,

A. People's Institute training generally lasts 2.5 days (Friday-Sunday). SAYMA-URJ would work with the People's Institute staff and the SAYMA Friends who plan and coordinate Representatives Meetings to determine the logistics for conducting the business of Representatives Meetings and facilitating the anti-racism training;

B. The fees of the People's Institute would be paid from SAYMA-URJ'S budget.

2. SAYMA-URJ encourages all Monthly Meetings to use the People's Institute to provide antiracism training in their local areas. We suggest that Monthly Meetings partner with other organizations and groups in their areas to build partnerships and pay for the training. Additionally, SAYMA-URJ will provide matching funds for the provider's training fees for the SAYMA Friends who attend. Monthly Meetings will be responsible for planning and handling the logistics of the trainings.

3. SAYF, JYM, and FANS will participate in anti-racism training during retreats. They are encouraged to use the People's Institute. SAYMA-URJ will provide matching funds for the provider's training fees for the SAYMA Friends who attend. The SAYF Steering Committee will be responsible for planning and handling the logistics of the trainings.

4. Anti-racism training will be provided prior to or as a part of the week preceding the actual start date of SAYMA Annual Sessions. This training will target Friends who have been unable to attend anti-racism training at Representatives Meetings or with their Monthly Meetings. The People's Institute is the recommended provider.



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*\*Please note that recommendations #3 and #4 were made from the floor by Friends after the report and recommendations were given. There was some discussion about the need to include as many opportunities for learning and as many Friends as possible so that we are all operating from the same framework of understanding as we work to undo racism.*

Respectfully submitted, Lisa D. Bennett

### **REP MTG FALL 2018**

The clerk also informed Friends that Lisa Bennett has asked to step down from her positions in SAYMA as clerk of SAYMA URJ and member of Nominating Committee.

141-09 Minute regarding SAYMA-URJ Support Committee The following minute was to be discussed at yearly meeting in June 2018, but the discussion was delayed due to time constraints. Berea Friends Meeting applauds the establishment of the Uplifting Racial Justice Committee (SAYMA-URJ) and thanks those Friends whose leadership contributed to its creation.

Berea Friends Meeting notes that SAYMA-URJ "encourages Friends of European descent to support SAYMA-URJ by forming a separate committee or working group." Berea Friends Meeting calls for the establishment of a complementary and cooperative SAYMA standing committee, provisionally named the Dismantling White Supremacy Committee (DWS), with the following mission:

1. DWS supports SAYMA-URJ in making SAYMA a welcoming and safe place for Friends of color, and raising awareness about white supremacy within SAYMA and the Religious Society of Friends.
2. DWS will listen to SAYMA-URJ and individual Friends of color in order to understand the impact racism has on their lives.
3. DWS will share information and provide assistance to monthly meetings in identifying how individuals and institutions maintain power structures which block people of color from full participation in and enjoyment of all aspects of life and society.
4. DWS seeks to assist individual Friends and monthly meetings in dismantling these power structures.
5. DWS seeks the elimination of both the attitudes and manifestations of white supremacy, and all forms of racism, within ourselves, our monthly meetings, SAYMA, the Religious Society of Friends, and society at large.

The clerk asked Friends to consider how to proceed with this minute instead of just considering whether there was approval or acceptance. One Friend stated that the first step could be participating in the training by the People's Institute which initially was scheduled for this Representative meeting but could not take place because the People's Institute was not available. She suggested the training should take place before consideration of the Berea minute.

There were some concerns expressed by a Friend who stated that he did not feel that there had been agreement that there was a problem in SAYMA necessitating the training and felt that it wasn't clear what the People's Institute training would accomplish. He said that he would not have attended the Representative meeting if the People's Institute training had been a part of the weekend. There were also concerns expressed about whether a face-to-face training was the most effective method to achieve the desired change.

Several Friends expressed support for the training of the People's Institute, including a Friend of color who stood up to state that he had grown up in the belly of white supremacy, and was currently a Quaker

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because of the anti-racism work of such organizations as the People's Institute. There were questions regarding the nature of the People's Institute and the training they would offer. One Friend reported that SAYMA-URJ had had a training facilitated by the People's Institute in tandem with the fall representative meeting in 2017, which had been very productive and had led to a very well-thought-out presentation by SAYMA-URJ of their goals and mission. One Friend expressed the opinion that since the provision of the training had already been approved by the yearly meeting that further discussion was unnecessary.

The clerk brought up the question of who would schedule the People's Institute training, and there was also the question of how to proceed with the Berea Meeting minute. One Friend suggested an ad hoc committee to consider the training which could also outline goals and a mission to correlate with those of SAYMA-URJ.

The SAYMA clerk stated that the meeting would break for lunch, and asked Friends to talk to each other and consider the issues carefully before returning.

During the afternoon session, Friends discussed how to plan the People's Institute training and how to work with the minute from Berea Friends. There was discussion about creating an ad hoc committee to help with the details of the People's Institute training or to serve as the Dismantling White Supremacy Committee as suggested by Berea Friends. John Adams from Atlanta Friends then offered to serve as interim clerk of SAYMA-URJ to promote communication and help constructive growth of the committee which would include work on the upcoming training facilitated by the People's Institute. Friends gratefully accepted John's offer.

**Minute 141-09-02: Friends approved John Adams to serve as interim clerk of SAYMA-URJ on a temporary basis.**

**Minute 141-09-03: SAYMA clerk will appoint an ad hoc committee to consider the request of the Berea Friends Meeting to create a standing committee, "Dismantling White Supremacy" and to bring a recommendation and possible minute to yearly meeting in June. Lynnora Bierce (Asheville FM) offered to clerk that ad hoc committee.**

### **REP MTG SPR 2019**

Web Support Committee excerpt: A Friend asked to take some time on the social media policy and bring other viewpoints in *[those present were predominantly older and white]*, such as the teenagers and SAYMA-URJ. One Friend suggested holding a workshop or interest group at SAYMA around the subject.

142-15 SAYMA-URJ - John Adams (Atlanta FM) [Attachment G: SAYMA-URJ Committee] John, interim clerk of SAYMA-URJ, reported they had a great time working together as a committee. They met with some people from Black Lives Matter. They have also met with Friends from the New York Yearly Meeting who are establishing a black cultural center. Their report is attached.

*Excerpt: The ad hoc committee for people of European descent to support the work of SAYMA URJ has not been established yet. Barbara has spoken to Friends about suggestions for the committee.*

### **SAYMA-URJ Report March 2019**

The following report includes the SAYMA-URJ (Uplifting Racial Justice) Mission, Vision and Goals that were approved by SAYMA in 2018. When Lisa Bennett laid down the clerking of the committee not long after SAYMA 2018 (which followed Sharon's clerkship of the ad-hoc committee that the SAYMA clerk

## HISTORY OF URJ IN SAYMA MINUTES

laid down saying there was need for new energy on the committee). At SAYMA Rep meeting in Berea (Sept. 15, 2018), John was asked if he would take on clerkship of SAYMA-URJ until a clerk could be identified.

In order to generate interest in serving on the SAYMA-URJ Committee, Atlanta Friends of Color organized a Friends of Color lunch gathering on Feb. 24. Fifteen Friends of Color attended this gathering and three additional FOC signed up to support the committee and learn more so they could consider serving on the committee. Of the three (Sophia, Rebecca Grant and Ivie Osaghe), Ivie was able to attend today's SAYMA Rep meeting. FOC of AFM have agreed to take on this challenge of getting and keeping SAYMA-URJ active. There are a total of 40 FOC who are regular or periodic attendees at AFM and no other meeting in SAYMA, to our knowledge has more than one FOC who is a regular attender. There is great energy among Atlanta FOC. In fact, they would like to gather monthly instead of quarterly as initially proposed.

We would like to attend (or bring in) some anti-racist training resources such as Crossroads and have a FOC retreat. Therefore, a budget (somewhere between 5 and 8,000 - we can work on an actual budget) needs to be approved to accomplish those things. We may also need to have Atlanta FOC visit other meetings in the SAYMA region to encourage FOC in that area to attend or talk to white Friends about ways to make the meeting more welcoming to FOC who check us out with hopes they will consider returning.

What we need from all of the other SAYMA meetings:

1. Identify Friends of Color at your meeting and send those names and contact info to us.
2. Meet with Sharon Smith who has expressed concern that her concerns and passions have been ignored by SAYMA and Asheville Meeting. (Should she be welcomed to serve on the committee?)
3. Give us until SAYMA 2019 to bring forth a new committee knowing it may be all Atlanta Friends.

**SAYMA-URJ Mission:** To help SAYMA become a welcoming place for Friends of color. The committee will do this by providing a place for Friends of color to bring issues and concerns regarding racism within their monthly meetings and SAYMA, **to find support and advocacy**. The committee will also work to raise awareness about White Supremacy aka racism within SAYMA, by compiling and disseminating educational resources.

**SAYMA-URJ Vision:** SAYMA/URJ envisions a Yearly Meeting community, where every Friend of color feels welcome. We see a SAYMA community where that of God within every Friend of color is affirmed, his or her unique history, spiritual journey and lived truth is respected, where our messages and concerns, are heard and treated with due consideration. We see a Yearly Meeting where we can build close spiritual Friendships, appreciation, love and support for the charges we carry as people of color, within and outside of the RSoF.

Some further thoughts: "Addressing racism makes many white people feel anger, fear and guilt, which leads to denial, minimization and defensiveness." ~ Robin di Angelo

"Meanwhile, racism inevitably touches everyone...No one can escape the messages of white superiority. The reflex to shut down conversations about racism helps to keep it alive." ~ Robin di Angelo

Any Truth and Reconciliation process—any Restorative Justice process—requires:

1. Learning the TRUTH about our nation's racial history.
2. Listening to the voices of those most affected (people of color).

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3. Challenging racism and racism denial in white circles and institutions--which the RSoF is.
4. Preparing for public action. There does not appear to be a Quaker process for resolving racial conflict among Quakers!!! Racial problems continually come up, yet there is no appropriately Quaker process for addressing, let alone resolving them.

Therefore, SAYMA-URJ is uniquely positioned, as the sole anti-racism group among Friends everywhere, made up only of Friends of color, to provide guidance and leadership on this front.

**Goals SAYMA-URJ approved:** (The following goals were compiled by canvassing SAYMA FOC. We asked what they felt they needed to feel safe and welcome among Friends.)

1. Help navigating Quaker culture and process--like a FOC welcome committee, a printed guide to Quaker culture for newcomers and/or assigned mentors.
2. Opportunities to connect with other FOC to build a community of support, share experiences and get emotional and tactical support from other FOC.
3. Commitment to addressing the concerns of FOC/Respond to said concerns in a timely manner, with sincere listening not avoidance, "management" and "process violence."
4. Develop a conflict resolution/reconciliation process that does not expect victims to facilitate or take responsibility for what happened to them. Just stop blaming victims for their own oppression.
5. Hire skilled facilitators for private FOC only sessions, to help FOC understand and heal from generational racial trauma and to develop personal and group empowerment.
6. Arrange dismantling racism workshops for everyone in SAYMA, beginning with the Yearly Meeting leadership: All the clerks, the Planning Committee, Ministry and Nurture, the Education Committee and the Finance Committee.

**YM 2019 – NOT PUB**