

## **SAYMA-URJ: Vision, Mission and Goals**

### **Vision:**

SAYMA-URJ envisions a Yearly Meeting community where every Friend of color 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.

### **Mission:**

To help SAYMA become a welcoming place for Friends of color. The committee will do this by providing safe space 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.

**Goals:** (The following goals were originally 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 from SAYMA to address/respond to the concerns of FOC in a timely manner, with sincere listening not defensiveness, avoidance, scapegoating, labeling, "management" and process violence.
4. Work with SAYMA M&N to develop a conflict resolution/reconciliation process that does not expect victims to facilitate or take responsibility for what happened to them. SAYMA must 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 develop personal and group empowerment.
6. Arrange dismantling racism workshops for everyone in SAYMA.
7. Only FOC can be "voting" members of SAYMA-URJ. URJ will choose it's own committee members and clerk.

8. SAYMA/URJ encourages white Friends to play supportive roles, as non-members.  
(Maybe form an auxiliary group)
9. URJ will meet in real time at SAYMA in June, at September and March Representatives Meetings, and as often as needed by conference call or video conference.
10. URJ needs financial autonomy, its own bank accounts, to prevent well-meaning unconsciously racist white Friends on the Finance Committee from delaying or withhold URJ's funds over differences of opinion as to how URJ's funds can or should be used. URJ will have unlimited access to its own set-aside and donor restricted funds which only URJ will decide how to spend.
11. URJ will create a Racial Justice Fund with enough cash to dispense "grass roots reparations," as needed. Such as: occasional rent/mortgage money, auto repair and maintenance, travel expenses, and any other purpose Friends of color request financial assistance for. Also to cover the cost of Friends of color retreats and skilled facilitation for Friends of color. In short, any legal use for which money can be used to address issues of economic injustice which disproportionately impact People of color.

Reformatted and approved by SAYMA-URJ on August 20th 2019