

Annual Report from the Addressing Racism Collaborative May 2024

1. What do you want the PYM body (all 10,000 of us in PYM membership) to know about your collaborative?

We want Friends to know that addressing racism requires energy and commitment. Antiracism is the energy to actually act in ways that contribute to dismantling white supremacy culture, which we all swim in. The work to address racism is often seen as negative -sometimes attacking, even when the language used frames it carefully. It is often uncomfortable, against mainstream cultural norms. Following a year of offering resources and a thread gathering, and in the many challenges facing the DEI work at large, our focus became sorting out many issues to consider what would be most helpful. We continued to visit meetings, monthly and quarterly, both to share and to learn - hearing about concerns for repair/reparations, a meeting/church partnership, sessions on courageous conversations - all the while considering ideas for activities and further resources we might bring. Our conversations included other areas showing patterns of racism - Palestinian struggles, indigenous concerns. We got more involved in the concern for the lobbying/advocacy issue that arose out of concern for the work of advocacy in addressing racism. We also again encouraged our collaborative members to take workshops. It was a year of sorting through, of conversation - and of learning.

We know we are not perfect. We look forward to the next season as we pull together the threads that have emerged to offer a year with a clear focus.

2. How does your group meet and how frequently?

We meet monthly - the 3rd, or the 2nd, Monday of each month - 12:30 to 2 - and in special settings to address pieces of our work.

3. How is the work of the collaborative being shared with the PYM community?

Reports of our work have been shared via the YM newsletter, and when collaborative members visit meetings - monthly and quarterly - we both gather and offer shared information and insight. We see the need to share more about what is on the website in different ways, and we are in the process of thinking more about how the website can reflect more of what we see, how it can be shared more robustly.

4. How does your collaborative remain spiritually grounded through its work?

Spiritual grounding is absolutely necessary to be connecting to the vision of Beloved Community and getting there. We ground our meetings in worship, knowing that such grounding does not limit full process, including humor or grief - or anger.

5. If possible, please provide report showing the requested budget vs actual expenses.

Budget Request:

- \$2,500 for travel to meetings and materials
- \$1,500 for presentations (e.g. books, pamphlets, videos)
- \$1,000 work with other Collaboratives & PYM Groups (e.g. thread gatherings, presentations)

This continues the request from last year that was not spent.

6. What are the major accomplishments for the year?

We stayed in the conversation in our collaborative as we continued to explore ideas to engage with Meetings and Friends in their many different places in this work. We continued to connect to monthly and quarterly meetings and while our efforts may not fully match our hopes, the hard work of faithfully showing up to these explorations is important in our role of accompanying Friends to be antiracist.

7. What are the things that are stopping/hindering your mission, if any?

One of the issues we face is a misunderstanding that the ways we might approach this work will always be painless, free of conflict. Being ready to stay in the moment, in the conversation helps to build resilience.

One hindrance to this work is seeming separations in the YM around addressing racism. Some ongoing inquiries:

- What are the expectations for a collaborative?
- Why are there 2 web pages 'Addressing Racism' - with no communication between the ones posting these, no connection between them?

While we long for a day to see more diversity in our meetings, we understand that every meeting is at a unique place in its antiracist leading. We offer to accompany them on their brave antiracist walk.

8. Would you like additional support from PYM staff, the Quaker Life Council Clerk, your Program Committee liaison, or the Program Committee?

We look forward to connecting with and assistance from the new staff in community engagement, and staff in communications as we work on our webpage.