

## Minute on Antiracism

Members of the Religious Society of Friends (Quakers) have a long history of working for equal rights, including as part of the abolition movement, the Underground Railroad, and the Civil Rights Movements. Yet at the same time, as a religious community, we have fallen short in many ways in this work. For example, some Quakers enslaved people and rejected integrating our Meetings and our Quaker schools. Our reputation for advocating for equal rights for all has been marred by the reality that racism continues to exist among Quakers.

As we, the North Carolina Fellowship of Friends (NCFE), seek a world of peace, justice, and equity we must recognize and respond to the irrefutable evidence of racism in ourselves, our communities, our country, and even in our faith practices. Therefore, we commit to understanding our individual and corporate complicity in racism and to working vigorously to remove it from our policies and practices and those of our communities and institutions.

We embrace the insight and assistance from those affected by racism when it is offered, as well as from those who have demonstrated a commitment to the same changes we desire. We invite this wisdom and lived experience to be with us in our Quaker process of prayerful discernment of God's will for our work.

Since we in the United States are of predominantly white identity, many Quakers have been conditioned not to notice our advantage in the systems of racism and how we participate in perpetuating those systems. To become aware and avoid this participation, NCFE encourages the use of the following queries to aid in all committees and working groups of our organization when discerning decisions and actions to be made. We encourage others to use them in their personal lives and with other groups.

*“How could the choices we are contemplating affect those who have been harmed by systemic, institutional, interpersonal and/or internal racism?”*

*“How will the choices we are contemplating promote equity, diversity, and inclusiveness? Will they enable us to be more friendly and whole, engaging across racial divisions?”*

*“How do the choices we are contemplating support the declaration of our Yearly Meeting that we aspire to be an anti-racist faith community?”*

The North Carolina Fellowship of Friends affirms our commitment to becoming antiracist as individuals, as a community, and as a Religious Society. In the words of George Fox, may we “be patterns, be examples in all countries, places, islands, nations wherever you come; that your carriage and life may preach among all sorts of people, and to them; then you will come to walk cheerfully over the world, answering that of God in everyone; whereby in them you may be a blessing, and make the witness of God in them bless you.”

Approved by the North Carolina Fellowship of Friends

Eleventh Month, Eighteenth Day, Two Thousand Twenty-Three