

Proposed minute from the Reparations Action Working Group – for August 2022

"Baltimore Yearly Meeting (BYM) Friends recognize a calling, both from our history and from our present day, to repair past and present harms inflicted upon indigenous and African American people in our communities, in our country, and even beyond.

We also seek to repair relations among Friends, especially with Friends who have experienced racism within our own Quaker community. We seek to bridge the divides, and to build stronger relations among Friends of all backgrounds

We seek opportunities to get to know our neighbors in our communities better, to widen our circles to include people in our neighborhoods who have suffered from the harms of systemic racism. We seek to hear and understand each others' stories and experiences; to recognize 'that of God' in our neighbors, people whose family and faith traditions may differ from Friends', and to find ways to develop relationships with our neighbors so that we can work together to address the harms that have resulted from racism.

We hope: to engage young and old, those well-off and those in need; to understand the inequities in our communities' education, food, healthcare, housing, justice and other systems; to find together the ways we may repair these systems.

Let us see what love can do and see how we can make changes for the better together. Let us embrace this as new and ongoing testimony of Friends for social justice.

We recommend that Friends take the following actions:

- **Make our Meetings and Camps places of truth-telling**, where we include the people and include historical events whether or not they speak well of Quakers. Our history is important to know and pass on truthfully (idea of truth telling is part of Harold Weaver's Pendle Hill Pamphlet #465, focused on retrospective justice).
- **Learn more about Mutual Aid** – what it is and how people can be part of this way of bringing immediate change to the lives of people impacted by racism. A fall 2022 workshop is being planned and written resources will be available.
- **Continue our Liaison program**, working in a mutually supportive way with people from local Meetings and camps
- **Ask local Meetings and camps to look again at their histories** and create timelines or add to ones started in our anniversary year, including:
 - the policies and practices of our Meetings and Camps, as well as the wider community, to see in what ways systemic racism has had a role in our histories. Some Meetings have already added their history of slavery. Meetings can also look at real estate practices and the way wealth has been accumulated. And there are other possibilities, too.
 - the history of the indigenous people or peoples who were living on the land that is now the home of your Meeting or Camp.
 - the history of the wider community of local Meetings and Camps in general – demographics, changes in demographics, and more

- **Ask meetings to make new and deeper connections with neighboring worshiping bodies and organizations founded by people who have suffered from the harms of systemic racism.** Reach out in friendship and begin conversations to learn more about the people in these organizations and the harms they have suffered. Discern steps to take with these groups to begin to repair these harms.
- **Be active players in the national movement for reparations.** Call together Quakers throughout the US to listen to indigenous and African American leaders in the national reparations movement, and to discern together how we together can support this national movement. Then begin to do this.
- **Explore and discern how to establish a Fund for Reparations.** Perhaps this would be done in each Yearly Meeting in the US or perhaps we would organize a national fund that all Friends can be part of. We would work through the year to discern both the vision and logistics of such a fund. We would like to find a way for Friends to share their wealth with to address specific harms of systemic racism.
- **Work on the relations within our own BYM community,** offering help with conflicts where racism is a factor and offering listening and resolution for those who have experienced hurts from policies, practices, and everyday encounters in their Meetings and Camps, recently or in the past.