

## PFM Minute on Anti-Racism

In response to the police killing of George Floyd and other people of color, and to the Black Lives Matter movement, Pittsburgh Friends Meeting commits to becoming an actively anti-racist faith community. As a majority-white Meeting, standing in solidarity with our black and brown brothers and sisters, we accept responsibility to do our part in dismantling the cultural, political, and economic structures that maintain white supremacy in the US. We call on individual members and attenders, and each Meeting Committee, to ask how our decisions and actions contribute to or inhibit our commitment to anti-racism. This is the time to act, and there is a place for all of us in this work.

Our Meeting's testimonies of Love and Community, Peace, Equality and Social Justice, call on us to work not only against police violence but for nonviolent resolution of conflicts, and in support of equitable justice, quality education, access to healthcare, and living wages for all people. The COVID 19 pandemic has laid bare how the denial of these fundamental rights disproportionately hurts people of color. As we live into this commitment to anti-racism, we will add our support to activist groups led by people of color, and we will be guided by the anti-racist projects and proposals of our national Quaker organizations, AFSC, FCNL, and FGC.

As a Meeting, in our Committees, and as individual members or attenders, we will frequently bear witness. We will educate ourselves, through reading, listening, and conversation about how to act on our anti-racist convictions. We will seek ways to mark, mourn and speak out against acts of racial violence by police and others. We will "say their names" and know their stories.

We acknowledge our need to become chronically uncomfortable with our nation's cultural status quo, accepting our own Meeting's complicity in America's institutional and systemic racism by allowing it to persist. We recognize that radical change, change that goes to the coercive and violent roots of such institutional racism demands much of us as we seek to do so non-violently.

We recognize that we are, hereby, humbly making a long-term commitment to anti-racism, using our newly adopted queries to guide us in our decisions and acknowledging that our understanding of what Spirit requires of us will evolve as we learn from our partners in anti-racism work and as we are guided by collective discernment.

We recognize also that we will make mistakes along the way, as we put what we are learning into practice, negotiating differing perspectives. Unity of purpose in being an anti-racist Meeting does not mean uniformity of discernment or action. As individuals and as committee members each of us must discern for ourselves how our temperament and skills can best join with other Friends in becoming anti-racist. We will not judge each other, but "help one another up with a tender hand," as Isaac Pennington called us to.

In making this commitment to anti-racism, we are seeking to live according to our belief in the Light of God in all people, and we are answering the call of so many of our Quaker ancestors, of all races, who fought for abolition and civil rights and against war and militarism, risking their privileges in doing so. We intend to continue this Quaker tradition by committing in this minute to become an actively anti-racist faith community.