

ANTI-RACISM ROADMAP: BYM EDITION

In response to BYM's aspiration to be an Anti-racism community and in an effort to move from aspiration to action BYM will be using the below roadmap for this work. Please use this as a guiding document.

Each of the below steps are important and build on each other but should not be considered linear.

This working outline is based upon an article by Robert Livingston. (Sept. - Oct. 2020) "How to promote racial equity in the Workplace," *Harvard Business Review*. While this is useful for racism it can be used for other identities as well.

PROBLEM AWARENESS

To effectively address racism in BYM & Monthly Meetings, it's important to first reach unity around whether there is a problem and, if so, what it is and where it comes from.

Research ...has demonstrated that the presence of diversity values and structures (without actions and accountability) can actually make matters worse, by lulling an organization into complacency...



The real challenge for organizations is not figuring out "What can we do?" but rather "Are we willing to do it?"

Conduct Surveys

Convene Groups

Organize Focus Groups

Find ways to learn about what the problem looks like and where it comes from within your Meeting, committees, community etc and transparently share this information with all to build awareness.

Anti-racism requires swimming against that current. It demands much more effort, courage, and determination than simply going with the flow.

Conduct or Contract an Analysis

Include Survey Questions about Root Causes of Discrimination

Analyze Quaker, BYM, & Meeting Culture for White Supremacy

Dissect your culture for discrimination. Take a posture that everything has been affected by White supremacy and seek out what needs to change; consider what is Quaker vs what is White.



ROOT-CAUSE ANALYSIS

Racism is the result of structural factors-established laws, institutional practices, and cultural norms. [We] often misattribute...discrimination to the character of individual actors-rather than to broader structural factors...dedicating relatively little attention to what may be a toxic organizational culture...examining how the culture licenses, or even encourages, discriminatory behavior. Racism has... more to do with how your actions or inactions amplify or enable the systemic dynamics.

EMPATHY

Empathy- experiencing a level of hurt and anger on par with what people of color are feeling is more likely to lead to action. People of color want solidarity—and social justice—not sympathy. There are at least four ways to respond to racism: join in and add to the injury, ignore it and mind your own business, experience sympathy and bake cookies for the victim, or experience empathic outrage and take measures to promote equal justice.



Empathy is critical for making progress toward racial equity, it affects what kind of action is taken, if any.

Increase Exposure & Education

Find Values of Importance from Friends

Collect Accounts of Experiences of Racism in the Meeting

Find ways to learn about experiences and values and use them as a way forward - what to reduce and what to amplify - use empathic outrage to propel real change.

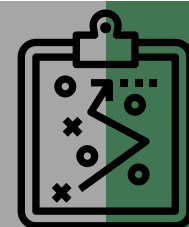
Fully integrate diversity and inclusion criteria into the culture including the nominating and approval process for leadership at all levels

Create Buy-in

Establish What An Anti-racism Meeting Culture Looks Like

Collect Demographic Info to Determine Barriers to Participation

Conduct interventions at all three levels simultaneously, doing only one or some may backfire. Do them even if they will not be done perfectly; tie being anti-racism to core values and expect all (esp. leaders) in the community to model it.



STRATEGIES

Most actionable strategies for change address three distinct but interconnected categories: personal attitudes, informal cultural norms, and formal institutional policies. To most effectively combat discrimination, leaders should consider how they can run interventions on all three of these fronts simultaneously. Fairness requires treating people equitably—which may entail treating people differently.

SACRIFICE OR WILLINGNESS

Seemingly conflicting goals or competing commitments are often relatively easy to reconcile — once the underlying assumptions/values have been identified...people often assume that increasing diversity means sacrificing principles of fairness and merit...In thinking about fairness, leaders must consider the unlevel playing fields and other barriers that exist. They must also have the courage to make difficult or controversial calls.



Meetings that desire greater diversity, equity, and inclusion must be willing to invest the time, energy, resources, and commitment necessary to make it happen.

Survey Friends for Willingness to Commit Time & Resources to Anti-racism Work

Open Conversations About these 5 Steps and Where Meetings & Individuals Are & Provide Resources for Each Step

Create communities where equity is assumed; find ways to measure that and to ensure methods of expressing need are open and barrier free.