**Working Group on Racism 2024 Annual Report**

**Major activities**

1. **Anti-Racism Training and Racial Trauma Healing.** The Yearly Meeting allocated $20,000 in its 2023 budget to the WGR for antiracism training and racial trauma healing. Of that amount the WGR has allocated $10,000 for racial trauma healing work and the other $10,000 for antiracism training.

* The BYM Global Majority Caucus designed racial trauma healing work, which began with a workshop in late July 2023. Individual Global Majority Friends were then supported financially in participating in racial trauma healing work that met their individual needs.
* The Working Group arranged for Crossroads Antiracism Organizing and Training to conduct two workshops in September and October 2023 to support Friends currently doing antiracism work in their local Meetings.
* In 2024 Global Majority Friends will focus primarily on assisting BIPOC Friends to attend the Friends General Conference in Philadelphia this year.
* The Working Group is providing funds to local Meetings to pay honoraria for anti-racism presentations to local Meeting Friends.
* The Working Group will also sponsor an introduction to antiracism workshop for interested Friends throughout the Yearly Meeting.

1. **The 2023 BYM Annual Session Workshops.** The Working Group sponsored three workshops for the 2023 Annual Session.  David Etheridge and Peirce Hammond continued to facilitate a “Connecting Local Meetings” session on efforts to lower racial barriers in local Meetings. Sabrina McCarthy and Ellen Cronin facilitated a Mini-Spiritual Formation Retreat – Anti-Racism as a Core Spiritual Practice. Carol Marujo and Tad Jose led a workshop on Quaker Faith and Political Action.
2. **Workshops for 2024 BYM Annual Session.** The Working Group is doing two workshops for the 2024 Annual Session. One will be a Connecting Local Meetings session led by David Etheridge of Friends Meeting of Washington and Peirce Hammond of Bethesda Friend Meeting.  It will provide Friends from local Meetings throughout the Yearly Meeting the opportunity to share their experiences and challenges in addressing issues of racism within their Meetings. Friends will be able to participate either in person or via Zoom. The other workshop will be titled “Antiracism as a Spiritual Practice” and led by Barbara Bezdek of Homewood Friends Meeting and Beth Haw of Williamsburg Friends.
3. **Racial Justice Change Groups and Related Activities.** Much of the Working Group’s focus has been on encouraging and supporting racial justice Change Groups within local Meetings. Some Meetings have established or are working on establishing formal Change Groups. That process itself has occasioned a focus on racial dynamics within those local Meetings. Other Meetings have done racial justice work by forming trust circles or in other ways that do not involve creating a Change Group. The WGR serves as a clearinghouse, soliciting updates on local antiracism activities shared three times a year to facilitate exchange of information and inspiration as to what may be possible.

**Within the Working Group on Racism**

Before doing other business, the Working Group makes time at its monthly meetings for Friends to share their recent experiences with respect to racism. Friends share books, articles, films, and presentations on the topic of racism that have come to their attention as well as personal experiences.  Friends feel it is an invaluable component of WGR meetings.

**Communications within BYM**

The Working Group is under the care of the BYM Ministry and Pastoral Care Committee. The clerk of the WGR keeps that committee updated on Working Group activities and concerns and consults with the committee on WGR work. Several Working Group members participate actively on GDL  and the Reparations Action Working Group (RAWG). The WGR Clerk is a member of the GDL Committee. A RAWG Co-clerk is a member of the WGR.

The Working Group maintains a list of Monthly Meeting liaisons who receive a monthly item for their newsletters or other means of dissemination. It also maintains a Google group for distributing information about WGR work and resources related to racial justice to about 175 interested Friends.

**WGR Leadership in 2025**

Both David Etheridge, the WGR clerk, and Elizabeth DuVerlie, the WGR recording clerk have decided to lay down their clerking responsibilities by the end of 2024. We are beginning to search for new clerks.