

Dear FGC 16 Petition Supporters,

The FGC Central Committee approved going forward with an institutional assessment on racism at their fall meeting this past weekend. Along with a cover letter from our work group, the verbiage of the Petition was read to the Central Committee. We did not read the 359 names of those who had signed the petition. But it felt as though the chorus of our voices echoed in the room. It was clear that Friends were being asked to “take a leap of faith” as not all questions would be answered at this point in the process. Friends were able to approve taking this next step. Some Friends of Color met after the Central Committee's decision was made. We were led to turn our attention to getting the word out to Friends who signed the Petition and to ask that Friends make a designated contribution to FGC, specifically for funding the institutional assessment on racism.

Spirit visibly moved the hearts of Friends at the Central Committee meeting. The informational packet prepared by the Diversity Committee had emphasized the goals of the institutional assessment on racism:

- Build institutional capacity for FGC to see and overcome structural racism.
- Name the barriers of full participation in FGC at all levels.
- Develop a vision for inclusion and articulate change goals that are broadly owned by staff, governance, and our member bodies. Clear goals to which we can be accountable for the next 3-5 years.
- Provide clear next steps--both content and direction towards those achievable goals.
- Share our experience and learnings with yearly and monthly meetings, with the hopes of strengthening the will and capacity for change throughout the Religious Society of Friends.
- That FGC as an institution and, we pray, Quaker communities in general become more meaningful and inviting environments for People of Color.

The Diversity Committee also outlined issues to be addressed, the request for proposals process, a timeline, impacts on staff, and an estimated maximum cost of the proposed institutional assessment. Three attachments provided (1) greater detail on personnel and committee time commitments, (2) ten Monthly Meeting minutes in support of the FGC Institutional Assessment, and (3) three Yearly Meeting 2016 statements concerning racism and inclusivity in the Religious Society of Friends.

Now that the first step has been made to move forward with an institutional assessment, we ask that Friends make a contribution to FGC, as they are led, with a designation for the "Institutional Assessment on Racism" written on the memo line.

In the Spirit,

Sharon Lane-Getaz & Paul Ricketts, co-clerks for the  
Friends of FGC: Spiritual and Institutional Accountability Work Group

p.s. The "audit" terminology was laid down as it conjures images of a financial audit.