

Dear Friends,

The Southern Appalachian Yearly Meeting and Association [SAYMA] Racial Conflict Transformation Team extends a heartfelt invitation to **YOU** to participate in Cohort 3 of the SAYMA Racial Conflict Transformation Program. Support for the creation of this program was minuted by SAYMA in 2022.

The SAYMA Racial Conflict Transformation program is a unique opportunity to engage in meaningful discussions and transformative experiences aimed at addressing racial conflict, and expanding our institutional capacity to hold space for uncomfortable conversations about race and racism in Quakerism.

***“The Racial Conflict Transformation Program has awakened me to the omnipresent patterns of racism in myself and my world. I am grateful.”*** -Cohort 1&2 participant

***“I do think the racial transformation program is brilliant and has been terrifically helpful. I DO see improvements. Many thanks for a truly wonderful program.”*** -Cohort 1 participant

This program is open to all adult Friends, but we particularly encourage the following categories of Friends to participate in this initiative:

- **Friends holding positions of responsibility** in their monthly Meetings (clerks, treasurers, etc.)
- **Cohort 1 & 2 participants:** We have had much feedback about the overwhelming breadth and depth of the material we cover, both in the small groups and in the modules. It is impossible to absorb it all the first time. We are continually revisiting and updating the resources and topics covered. Furthermore, we hope that some of you will feel ready to step into the role of small group facilitator. For all of these reasons and more we believe that you should register for Cohort 3.
- **Friends from other yearly meetings** are invited to join us in this work.
- **Men:** We particularly invite white-bodied men of European descent to join in this work. Because, those holding the most societal privilege have been the most resistant.
- **Young Adult Friends:** your voices are needed!

#### **Program Outline:**

**Goals:** To assess whether foundational Quaker social change theory and practices can be useful methods for dismantling systems of oppression which Friends have historically perpetuated and continue to benefit from.

**Affinity Group Meetings:** Participants will be part of a virtual racial affinity group that meets monthly for a period of one year, starting in November. These gatherings serve as brave spaces to share perspectives, explore ideas, and build connections with fellow participants.

**Dedicated Affinity Group for Friends of Color:** We created an affinity group for Friends of Color, facilitated by consultant Ukumbwa Sauti (See his bio [here](#)).

**3-Module Training Series:** Understanding Racism/White Supremacy: What it IS, How it Works, and What Friends Can DO About It. In addition to the small group meetings, participants will attend a 3-module systemic racial analysis training series. This thoughtfully curated series is led by SAYMA’s Racial Conflict Transformation (RCT) team. Meet the facilitators [here](#).

- Saturday, January 11, 2025, 10am-2pm ET **Module 1: What IS Racism/White Supremacy?** - Defining terms and concepts, historical analysis, racial power dynamics, racialization/socialization, and Internalized Oppression.

- Saturday, March 1, 2025, 10am-2pm ET **Module 2: How to Do Your Own Anti-racism Audit** - We will use “Becoming An Anti-Racist Church: Journeying Toward Wholeness”, by Joseph Barndt, one of the founding members of the People’s Institute and Crossroads Ministry, as a guide.
- Saturday, May 3, 2025, 10am-2pm ET **Module 3: Where Quaker Social Change Theory Meets Anti-Racist Praxis** - *What IS Quaker Social Change Theory?* Continuing revelations, Spiritual leadings, calls to ministry, Spirit led activism, speaking truth to power, grassroots organizing, passive resistance, civil disobedience, coalition building, offering sanctuary, technical and financial assistance (when asked), living your convictions, letting your life speak, standing alone with integrity (when necessary) but preferably, with the endorsement and support of one’s spiritual community.

*What is anti-racist praxis?* In this segment we will look at how change actually happens, strategies and processes, as developed by critical race theorists, anti-racism organizers and trainers, from The People’s Institute, Crossroads Ministry, Roots of Justice, Center for the Study of White American Culture (CSWAC); historical Quaker slavery Abolitionists, such as Benjamin Lay, Anthony Benezet, John Woolman, and contemporary Quaker social change organizers and activists such as, Parker Palmer, George Lakey, Bayard Rustin and Frances Crowe.

***“I don’t care how much theory you got if it don’t have any practice applied to it, then that theory happens to be irrelevant.” - Fred Hampton***

We welcome you to join us on this inspiring journey towards lasting change. Should you have any questions or require further information, please do not hesitate to contact us at [starsmith13@gmail.com](mailto:starsmith13@gmail.com).

**Registration Link:** To secure your place in Cohort 3, please use this [Registration Link](#) to complete the registration process by the end of the day September 30, 2024. [Payment due separately - see below]

**Cost of Registration:** \$300 includes participation in the 3-modules and monthly small group meetings. There is no cost for Friends of Color. We encourage Friends to seek spiritual enrichment funds from their monthly and/or yearly meetings to participate.

#### **Payment Options**

1. Zelle: use [saymatreasurer@gmail.com](mailto:saymatreasurer@gmail.com) (no fee, include memo “Registration RCT Cohort 3”)
2. Square: [Square Link](#) (+10.55 processing fee)
3. Check: (include memo “Registration RCT Cohort 3”) mail to: SAYMA Administrative Assistant, Rob Collins at 5612 10th Ave. S, Birmingham, AL 35222

Warm regards,

#### **SAYMA Racial Conflict Transformation Team**

Sharon “Star” Smith – Clerk of SAYMA Uplifting Racial Justice Committee  
 Shannon Roberts Smith – Acting Clerk of SAYMA Ad Hoc Racial Justice Working Group  
 Ukumbwa Sauti – Consultant  
 Jennifer Dickie – Clerk of SAYMA  
 Margaret Farmer - Assistant Clerk of SAYMA  
 Lissa Place – Clerk of SAYMA Ministry & Nurture Committee  
 Karen Morris – Clerk of SAYMA Finance Committee