

## Recommendations to Council:

1. Continue to work with consultants on Anti-Racism work – Donna is able and available, but Melanie is not available. Tema Okun was recommended by both Donna and Melanie.
2. Melanie suggested that white Grail women attended workshops through Allies for Change.
3. The Anti-racism work become institutionalized within the mission and vision statement – a task force or small group could be formed to accomplish this by or before the end of 2019.
4. Significant resources be set aside for Anti-Racism work including working with the Women of Color caucus.
5. Mission Fund Recommendations:
  - a. A formal institutional commitment
  - b. At least 30-40% of funds from property sales are devoted to Anti-Racism work.

From the Anti-Racism Working Group  
October 13, 2019

### Members:

Carol Barton

Carol Skrym

Renee Wormack-Keels

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