

Anti-Racism Working Group Event Planning Team

Recommendations for Next Steps

(Note, the full Working Group will meet on October 22 and will continue to explore forward motion.)

We recognize that this is a long-term process that will require concerted commitment at all levels of the US Grail. We look towards the 2020 GA as an opportunity for ongoing work on anti-racism as a full body, as well as possible policy decisions. In preparation we recommend the following:

1. Update the Grail Mission and Vision to incorporate an anti-racism lens. [More specific policy positions may then emerge from this Mission and Vision).
2. Continue opportunities for conversation among Women of Color in the Grail (with resources to do so). Support full inclusion including ways to convey information beyond emails and in Spanish.
3. Continuity, building towards the 2020 GA. Begin to explore how the US Grail can work on anti-racism at the inter-personal, cultural and institutional levels.
 - a. Grail support white women to attend “Doing Our Own Work” workshops (Allies for Change, Melanie Morrison).
 - b. Grail support leadership development opportunities for Women of Color.
 - c. Grail support co-faciliator team to continue to work with us.
4. Efforts to support members in their commitments and in taking on this work wherever they engage in the Grail at all levels. Ownership by all members, not only Anti-Racism Working Group and Council.
5. Finances: Make substantial financial commitment to this work. Mission Fund team recommendation to allocate at least 30% of land sale assets for anti-racism work both internally and externally.
6. Anti-Racism Working Group and Council explore a way to formally structure WG as a body that interacts with Council and all Grail Committees. Where does it fit on org chart? WG work closely with Council on ongoing commitments.