

## **Celo Friends Meeting Job Description**

### **Racial Equity Committee (REC)**

With the goal of achieving tangible results, the Racial Equity Committee will encourage all members and attenders to advocate for racial equity as described in the approved minute. To that end the committee will:

- Launch an ongoing series of educational opportunities for members and meeting attenders that will be designed to engage everyone in a variety of ways. The committee will request a budget for engaging resources to help with some topics when appropriate and will coordinate with the Adult Religious Education Committee.
- Seek input and feedback from Friends of color and other people of color as we develop our programming.
- Continue to develop, refine, and publish to the meeting an extensive list of resources that support our educational work and advocacy for racial justice.
- Serve as a confidential starting point for anyone in the meeting who has concerns about racial matters and needs support and/or intervention. With the consent of the concerned person(s), the REC may choose to bring the matter to Ministry and Care. If concerns originate with Ministry and Care, that committee may alert the REC as well.
- Receive training for committee members that provides guidance on how to intervene effectively when racial issues arise within the meeting. Maintain an active list of outside consultants who have experience supporting spiritual communities through conflicts related to racism. Maintain a budget to support training and honoraria for consultants.
- Ensure that racial justice remains a visible issue within CFM. (i.e. - hanging informational posters inside Margithaus, making announcements to the meeting regarding local racial justice events and wider Quaker initiatives).
- Disseminate information to the wider community about the meeting's activities related to racial equity.
- Report to the meeting for business as appropriate and offer recommendations for how the Meeting can live even more deeply into the testimony of equality with regard to the issues of white supremacy and racism.
- At least one member of the Racial Equity Committee will also serve on Ministry and Care and at least one member will also serve on the Adult Religious Education Committee.
- The committee will meet at least monthly or at the call of the clerk of the committee.