

Power, Privilege, and Race Subcommittee of Worship & Ministry Committee

Revised Job Description, December 2025

"For *if* this faith of Friends which we espouse, this way of seeking for the Spirit of Truth, is indeed authentic, it will be able to speak powerfully to all sorts and conditions of folk, whatever their race, their economic status, or the cultural context through which they see the world."

—Alison Oldham, New England Yearly Meeting 1984

"How may we be gentle and compassionate with each other as we take on recognizing and shedding previously unexamined attitudes and other barriers that "keep us from responding openly and lovingly to each person?"

— Pacific Yearly Meeting Faith and Practice, query on Personal Relationships.

I. Purposes:

- To open eyes and hearts to issues of power, privilege (including white privilege), colonialism, and race, which are complex, entrenched, part of the "air we breathe" in U.S. society.
- To examine the ways in which Strawberry Creek Monthly Meeting (SCMM) may not be welcoming to all and to open ourselves to change.
- To recognize and acknowledge structural racism and the ways it diminishes our lives, interferes with our relationships, and encumbers our spirits.
- To encourage Spirit-led internal transformation.
- To embrace the need to address systemic/institutional racism both within our Meeting community and the wider community, in cooperation with Peace, Earthcare and Social Witness Committee.

II. Responsibilities:

- Plan and present experiential and informational education programs in support of the purposes.
- Examine aspects of SCMM process and structure, as well as written documents of SCMM and Pacific Yearly Meeting (PacYM), with attention to how they may express bias, whether conscious or unconscious.
- Present reports of PPR activities to W&M Committee as needed; present a summary report annually to Meeting for Business.
- Work with Worship and Ministry Committee to ensure a two-way process for communication, e.g., name a member who serves on both W&M and PPR to serve as liaison.

III. Membership requirements / desirable qualifications:

- Broad perspective on SCMM community as a whole, in order to meet felt and unfelt needs of the community.
- Experience addressing structural racism and societal power imbalance, preferably in Quaker spaces.
- Preferably a member of SCMM or the Religious Society of Friends.
- Needs skill with Quaker process including listening, speaking short and clear, self-clerkling.
- Ideally a balance of ages and identities.

IV. Number of members: 4-5.

V. Term length: Commitment of 2-3 years in collaboration with Worship and Ministry Committee.

VI. New members are appointed by Worship and Ministry Committee from names generated by members of W&M, PPR, and individuals who have expressed an interest to W&M.

Originally approved February 2019, Worship and Ministry Committee. Revised version approved December 4, 2025, Worship and Ministry Committee.