



NORWESCAP

A RESOLUTION DECLARING A COMMITMENT TO ANTI-RACISM

WHEREAS, there is a way forward in healing to bridge gaps in community understanding and reconciliation, and that way is anti-racism;

WHEREAS, this is the moment we are residing in within history. There is no time but now to stop the wounds of separation and misunderstanding from growing. The burden and the honor falls upon us to do this anti-racism work;

WHEREAS, Anti-racism is the active effort of being against racism, and as award-winning author Ibram X Kendi elucidates it for us, "...There is no neutrality in the racism struggle...One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an anti-racist. There is no in between safe space of 'not racist.' The claim of 'not racist' neutrality is a mask for racism. And, 'Racist' is not – as Richard Spencer argues – a pejorative. It is not the worst word in the English language; it is not the equivalent of a slur. It is descriptive, and the only way to undo racism is to constantly identify and describe it – and then dismantle it. The attempt to turn this usefully descriptive term into an almost unusable slur is, of course, designed to do the opposite: to freeze us into inaction."

WHEREAS, we are committed to not being frozen into inaction, but to fluid, active healing by acknowledging racism and the damage it does;

WHEREAS, anti-racism asks of us to listen to the actual lived experiences of Black Indigenous People of Color [BIPOC] in our communities: One, because they enrich and make whole all of our lived experiences; two, because our organization's mission and vision calls us to serve and empower ALL people in our communities, and thus we have a responsibility to listen to all voices; And, three, because in communities where there are very few or no voices of BIPOC in positions of power, decisions that can and do negatively impact BIPOC exist and thus require accountability;

WHEREAS, anti-racism asks that we are committed to understanding the history of race as a social construct that has meaning to the extent that it creates power over others; Thus, to reiterate, we are committed to understanding racism as not only a belief or outward behavior that individuals hold/wield, but/and as the formula of prejudice combined with power over others within institutions to create inequity; Thus, as Ibram X. Kendi demonstrates, "Racial inequity is a problem of bad policy not bad people;"

WHEREAS, the extent to which we deny or fail to acknowledge the lived experience, historical context, and empirical evidence of racism is, in direct relative correlation, to our need for more learning about racism;

WHEREAS, we are good listeners and commit to even more thoughtful listening, and local BIPOC voices and the empirical evidence are telling us that racism is a problem in our community, as it is a problem everywhere. Those voices are speaking specifically about the need to focus on listening to those lived experiences to get an accurate picture of the whole story, both historically and contemporarily about the role racism has played in the shaping of what we know about our collective

past and present. We are committed to this whole story approach because inclusion and equity help all of us move towards positive change.

WHEREAS, we know that anti-racist work leads to community growth, positive shared outcomes and cultural enrichment (including access to connections in art, music, education, food, literature, commerce, traditions. Etc.) which helps us realize our personal and our country's greatest potential;

WHEREAS, we are committed to healing through the inevitable discomfort as we shift our understanding and grow, knowing that facing fear and growing is challenging and that we can commit to challenging things. The best parts of ourselves, families, our county, state and nation is the ability to face hardship with grace and commit to supporting each other in the process;

WHEREAS, anti-racist healing is not about blame but about healing, but/and the damage that racism inflicts does not negate or transcend the necessity for accountability about said racism;

WHEREAS, antiracist work requires continuous deep self-looking and ongoing commitment. That commitment is boundless in its potential to bring positivity, peace, beauty and equity to ourselves as individuals, our families, our county, state, country and world. Ultimately this is what we all hope for;

WHEREAS, to commit to antiracism is to commit to hope for the health of everyone;

THEREFORE, Be it resolved that Norwescap is hereby committed to serving as an anti-racist organization to ensure a more just, equal, prosperous and hopeful future for all the individuals and communities we serve.