



Stillpoint's Anti-Racism Covenant: A Commitment to Access, Equity, and Inclusion

Stillpoint seeks to be a community where all can journey to individual and collective wholeness.

Engaging in deep reflection, Stillpoint is becoming aware of the ways, known and unknown, that we have been complicit in our support of systemic racism, and we commit to join the stream of others healing racism in the world so that it may end.

We seek to shift the white space and white lens that has existed within the Stillpoint organization so that it restores the heritage of BIPOC wisdom that has been handed down from the Desert Fathers and Mothers.

We challenge ourselves collectively and individually to deeply engage in the work of promoting antiracist and life-giving behaviors.

It is our desire to create a community of compassion and connection that holds space for the difficult conversations that must occur in order to create actionable change.

We seek to walk in the "braided way" connecting our different worlds/roots while keeping the integrity of our ancestral spirits (Malidoma)

This covenant is designed to be a living document that will guide our external and internal work, be reviewed collectively, and designed to evolve with our deepening understanding.

Together as Stillpoint we lament...

1. Complicity in the support of systemic racism, oppression, segregation and marginalization through our limited engagement in the promotion of antiracist behaviors.
2. Limiting our influence by practicing a white savior attitude, focusing on a western centrist approach to curriculum design and instruction, and not maximizing our utilization of BIPOC wisdom.
3. Our lack of inclusive marketing and recruitment efforts.
4. Separating others through categories and labels, demonstrating limited awareness, empathy and understanding of the perspective and lens of the other while consciously and unconsciously living in the midst of social privilege.
5. Our silence and passivity when we have needed to stand for social justice and join the voices of the oppressed.
6. Subtle and unconscious ways of perpetrating racism or other "isms" personally and collectively as well as any failure to be welcoming and inclusive as a community committed to those very qualities.
7. Being an inhospitable place for BIPOC people by centering our work on the white experiences of spirituality and failing to form spiritual directors in ways of being with directees of color.
8. Being a space of social privilege and not acknowledging socioeconomic inequality.

Together as Stillpoint, we promise...

1. Deeply embrace the perspectives, stories and wisdom that honors the wholeness of the BIPOC experience.
2. Engage all staff, Board of Directors, colleagues and community partners in the work of promoting anti-racism and being actively committed to challenging systemic structures and policies within our programs, our communities and the world.
3. Honestly face previous practices, recognizing the deep and ongoing work of healing by creating space for difficult conversations that create actionable change and committing to hold practices to the light of this covenant.
4. Enact a thorough examination of all policies and practices with the lens of equity, so that Stillpoint's leaders, teachers and members reflect diversity of cultures, languages, races, and faith practices.
5. Create ways of being that weave a culture that is radically inclusive, built upon a contemplative life of faith, spiritual practice and faith-filled action that affirms the wholeness of all human creation.
6. Confront the impact of racism and social location on the curriculum and methodology of each Stillpoint program by engaging as a learning organization that responds to the Spirit's invitation to deepen the ongoing work of inclusive faith formation.
7. To develop Spiritual Directors who are reflective practitioners that acknowledge the impact of their own power, privilege, sexuality, and social location as they companion, giving them the ability to encourage directees to deepen their own awareness of the ways racism inhibits the deepening of their spiritual journey.
8. Empower conversion and transformation of hearts, by acting and empowering inclusive practices, recruitment efforts, offerings in all levels of programming, and speaking truth to power in whatever ways necessary for justice to prevail in the organization.
9. Pursue economic justice by practicing intersectional partnerships with businesses and other organizations owned and operated by BIPOC people.

And, based on the words of Harriet Tubman: Now do you suppose God wanted me to do this just for a day or a week? No! The Lord who told me to take care of my people meant me to do just that as long as I live, and so I do what he told me to do."