

**Sacred Space Witnessing during Pacific Yearly Meeting's (YM) Plenaries,
Annual Session 2021**

Developed by Racial Justice Subcommittee in consultation with Ministry Committee

Purpose: to stop harm from racial microaggressions or implicit biases

How: raise awareness of racial microaggressions or implicit biases when they occur

Who are the Witnesses: Racial Justice Subcommittee (RJSC) members

Process at Annual Session:

1. 20 minutes: **At the 1st (welcoming) Plenary on Friday night**, RJSC presents the purpose and concept of sacred space witnessing, framing the process around the Johari Window and the 3 stepping stones into sacred space (ouch, oops, whoa). Explain the process to be used in the Annual Session Plenaries.
2. **At each plenary:**
 - a. 10 minutes: **At the beginning of each plenary**, re-introduce the purpose and process of sacred space witnessing.
 - b. **Sacred Space Witnessing Process:**
 - i. **How it works:**
 1. When a RJSC member witnesses a racial microaggression or implicit bias, he/she interrupts the plenary by saying "ouch, oops, or whoa".
 2. If any other Friend experiences or becomes aware of a racial microaggression or implicit bias, we encourage them to attend the Sacred Space Debriefing at the end of each day (this invitation will be included in the introduction and the end of each Plenary).
 - ii. The YM clerk then ask Friends to pause, take a breath, and reflect on what just happened and how they are feeling in their bodies.
 - iii. From the silence, the RJSC witness will take time to explain what caused the "ouch, oops or whoa", addressing both intent and impact.
 - iv. YM Clerk will resume the plenary session when the witness is finished.
 - v. When the Plenary is paused for us to become aware of a racial microaggression or implicit bias, the plenary's minute will simply state that "the body labored with the ouch, oops, and whoa process and deepened into sacred space".
 - c. **At the end of the plenary**, the Clerk will remind the body that from 6:15p to 7pm each evening there is a time set aside for all Friends to gather to reflect on that day's sacred space witnessing experiences.
3. **Each day during the annual session**, each day, from 6:15PM-7PM, there will be a designated space for all Friends to gather and reflect on sacred space witnessed that day.