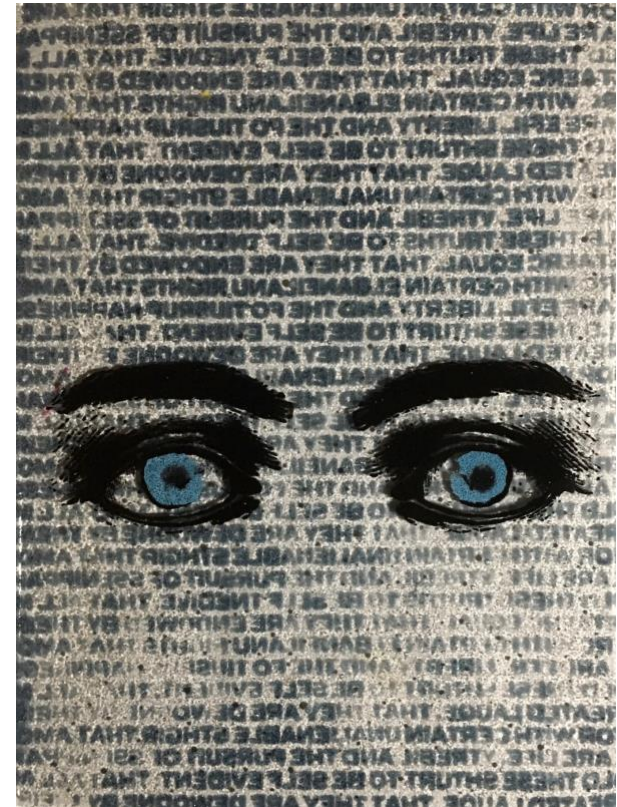


## *Reckoning/Repair*

### Action Steps

**“When we identify where our privilege intersects with somebody else’s oppression, we’ll find our opportunities to make real change.”**

***Ijeoma Oluo, So you want to talk about race***



*White Gaze, Christina Reed*

## **REPAIR: ACTION STEPS**

### **Seek More Knowledge and Understanding**



**Learn about US history and culture.**

**Read:**

- **ISBN 9781580056779:** *So You Want to Talk About Race*, Ijeoma Oluo.
- **ISBN 1925240703:** *Between the World and Me*, Ta-Nehisi Coates.
- **ISBN 11139222389:** *The 1619 Project: A New Origin Story*, Nikole Hannah-Jones.
- **ISBN 9780679444329:** *The Warmth of Other Suns*, Isabel Wilkerson
- **ISBN 10: 0061965596:** *A People's History of the United States*, Howard Zinn. Etc.
- **ISBN 9781476739410:** *The Making of Asian America, A History*, Erika Lee.
- **ISBN 09328863221:** *An Indigenous Peoples' History of the United States*, Roxanne Dunbar-Ortiz.
- **ISBN 9780807005934:** *An African American and Latinx History of the United States*, Paul Ortiz.
- **ISBN 9780807044650:** *A Queer History of the United States*, Michael Bronski.
- **ISBN 9780807047422:** *White Fragility*, Robin DiAngelo.
- **ISBN 9780807022047:** *A Disability History of the United States*, Kim E. Nielsen.

**Research:**

- **Seattle Public Library:** <https://www.spl.org>
- **Schomburg Center for Research in Black Culture:** <https://www.nypl.org/about/schomburg>
- **National Library of Congress:** <https://www.loc.gov>
- **Pew Research Center:** <https://www.pewresearch.org/topic/race-ethnicity>



**Study/Gain New Knowledge:**

- ***The 1619 Project: A New Origin Story***, Nikole Hannah-Jones, *A New York Times Magazine* award-winning reframing of American history that places slavery and its continuing legacy at the center of our national narrative. The project, which was initially launched in August of 2019, offers a revealing new origin story for the United States, one that helps explain not only the persistence of anti-Black racism and inequality in American life today, but also the roots of so much of what makes the country unique. (<https://www.project1619.org>).
- **Red Line:** Redlining is the systematic discriminatory practice of denying services (typically financial) or goods by government, or the private sector to residents of certain areas based on their race or ethnicity. Certain areas of a city were determined “high risk” and real estate and

banking institutions refused to provide financing and services in these areas to people of color.

- **Deeds:** Restrictive Covenants shaped our region's demographic patterns. Starting in the 1920s, covenants stated that only Whites were able to own property in most neighborhoods in Seattle. Housing discrimination was made illegal by Congress in 1968's Fair Housing Law. Even though the covenants can no longer be enforced, they often remain on property deeds. As of 01/01/2022, a new law, [SHB 2514](#), allows one to file a document to the County Auditor requesting the discriminatory provisions be legally stricken from one's deed; no fee and no need to hire a lawyer.
- **Both/And:** Read, *25 Characteristics of White Supremacy Culture/White Supremacy Culture – Still Here*, Tema Okun (<https://www.whitiesupremacyculture.info>). A document that looks at the historical, structural, and behavioral construct of White culture; a culture designed to create, protect, and maintain the power of the few over the lives of the many. For example, Either/Or characteristic: The binary of either/or, right/wrong, true/false keeps us in behavioral patterns that reinforce power. Using *Both/And*, *As If* ways of being interrupts the good/bad binary, and connects us to expanded ways of thinking, new ideas, and connection to community.



### **Develop Self-Awareness**

#### **White Affinity Groups:**

Seek more understanding in a White affinity group that meets monthly/regularly to learn and discuss the history, structure and behavioral norms of White culture and take action that creates sustainable pathways to racial equity.

#### **Undoing Racism Training:**

- **The People's Institute for Survival and Beyond,** (<https://pisab.org>). A national, multiracial, anti-racist collective of organizers and educators, dedicated to building a movement for social transformation, whose aim is to undo racism and other forms of oppression.
- **Race Forward,** (<https://www.raceforward.org/trainings>). Race Forward's Building Racial Equity series is a collection of interactive trainings for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity.
- **Race and Social Justice Initiative (RSJI),** (<https://www.seattle.gov/rsji>). A citywide effort to end institutionalized racism and race-based disparities in City government, RSJI builds on the work of the Civil Rights Movement and the ongoing efforts of individuals and groups in Seattle to confront racism. The Initiative's long-term goal is to change the underlying system that creates race-based disparities in our community and to achieve racial equity.

### **Recognize Euphemisms/Stigmatizing language:**

Look at how we use language that reinforces racism:

“Residential Schools” Really concentration camps/extermination camps where languages, religions, names, histories, and entire cultures were exterminated. Others: Illegal alien/undocumented immigrant, terrorist/person from the Middle East, slum/inner city neighborhood, states’ rights/white rights, integration/federal intervention, China Virus/Covid-19, Planter/Enslaver, etc.

### **Recognize Microaggressions:**

Call out racist “jokes” or statements. Let people know that racist comments are not okay. If you are not comfortable or do not feel safe being confrontational, try to break down their thought process and ask questions. For example, *“That joke doesn’t make sense to me, could you explain it?”* Or *“You may be kidding, but this is what it means when you say that type of thing.”* Do not be afraid to engage in conversations with loved ones, coworkers, and friends. Microaggressions perpetuate and normalize biases and prejudices. Remember that not saying anything – or laughing along – implies that you agree.



### **Learn About and Support Your Community**

**CARW** (<https://www.carw.org>). A collective of White organizers in Seattle and King County, that educates, organizes, and mobilizes White people to show up powerfully for racial justice and collective liberation

through meetings and calls to action. Resources include references to White supremacy culture, social justice analysis, and organizing principles.

### **KCEN: King County Equity Now**

(<https://www.kingcountyequitynow.com>). A pro-Black advocacy and policy organizing nonprofit focused on developing liberated Black communities that own and control the resources and systems that impact Black lives. Program areas include Black Land Ownership, Finance, Education, Health, Community Safety. Recent successes include the purchase of an entire block in Seattle’s Central District to become the first Black community-owned, Black-led unhoused service provider of scale in WA State.

### **El Centro de la Raza** (<https://www.elcentrodelaraza.org>).

An organization grounded in the Latino community building the Beloved Community through unifying all racial and economic sectors; to organize, empower, and defend the basic human rights of the most vulnerable and marginalized populations; and bringing critical consciousness, justice, dignity, and equity to all the peoples of the world.

### **Seattle Indian Center** (<https://seattleindiancenter.org>).

A long-standing and vibrant human services organization serving the Seattle metropolitan area providing programs and assistance to housing, education, employment, food, and emergency services.

**SCIDPA:** Seattle Chinatown-International District Preservation and Development Authority

(<https://scidpda.org/donate/>) helps provide affordable housing, small-business assistance, and community amenities in the area.

### **Take Action**

#### **Bystander Training Module: 5 D's: Distract, Delegate, Document, Delay, Direct.**

(<https://righttobe.org/bystander-intervention-training>).

Introduces bystander intervention techniques for what to do when witnessing disrespectful behavior or harassment. Support someone who is being harassed; emphasize that harassment is not okay; demonstrate that one has the power to make the community safer. For example, Distract: Take an indirect approach to de-escalate a situation – Run up to the person being harassed and say, “Oh, I’m so so sorry that I’m late. Do we still have time to go to the restaurant now?”; “Walk up to the situation and “accidentally” drop your cup of coffee onto the sidewalk. Apologize etc.



March: Join Civic Marches.

- King County Martin Luther King, Jr. Day March
- Seattle Womxn's March
- Seattle Pride Parade
- Annual May Day March



**Contact Elected Officials to Express  
Your Opinion on Anti-racist Issues**

#### **WA Senators:**

Maria Cantwell	202-224-3441/206-220-6400 cantwell.senate.gov
Patty Murray	202-224-2621/206-553-5545 murray.senate.gov

#### **Seattle City Councilmembers:**

District 1	Rob Saka 206-684-8801 rob.saka@seattle.gov
District 2	Mark Solomon 206-684-8802 mark.solomon2@seattle.gov
District 3	Joy Hollingsworth 206-684-8803 joy.hollingsworth@seattle.gov
District 4	Maritza Rivera 206-684-8804 maritza.rivera@seattle.gov
District 5	Cathy Moore 206-684-8805 cathy.moore@seattle.gov
District 6	Dan Strauss 206-684-8806 dan.strauss@seattle.gov
District 7	Robert Kettle 206-684-8807 Robert.kettle@seattle.gov
District 8	Alexis Mercedes Rinck 206-684-8808 AlexisMercedes.Rinck@seattle.gov
District 9	Sara Nelson



206-684-8809  
sara.nelson@seattle.gov



### **Vote and Express Your Views to Political Leaders on Issues of Race**

**Seattle Indivisible** (<https://seattlindivisible.com>). Its mission is to defend our democracy and build a just, equitable society through constituent advocacy and grassroots action to:

- Influence members of Congress and hold them accountable through persuasive, peaceful forms of expression.
- Advance progressive causes by providing a rapid response network
- Support state and local actions that help us protect our communities from harmful policies.

**Common Power** (<https://commonpower.org/about>). Common Power is a political justice organization that provides an on-ramp to civic engagement by mobilizing volunteers for voters around the country and investing in the next generation of leaders.

**Support Federal Reparations Movement HR 40** (<https://reparationscomm.org/hr-40>), a bill that would establish a commission to study and develop reparation proposals for African Americans. The bill was last introduced in 2019, and while hopes that reparations discussions had new political momentum, the bill remains inactive.



### **Ensure Diverse Representation**

- Hire diverse staff at all levels of an organization.
- Identify barriers to employment and remedy them.
- Diversify Boards and decision-making bodies.
- Include diverse voices in all meetings, panels, exhibitions, grants, gatherings.
- Instate racial equity recruitment plans.



### **Invest in work of Communities of Color. Where we spend our time and money matters:**

- **Intentionalist** (<https://intentionalist.com>): A nonprofit organization's comprehensive online guide to intentional spending, making it easier for people to find and connect with local businesses owned by women, people of color, veterans, LGBTQ people, people with disabilities, and more.
- **Real Rent Duwamish** (<http://realrentduwamish.org>): Stand in solidarity with First Peoples of this land by paying Real Rent. All funds go directly to Duwamish Tribal Services (DTS) to support the revival of Duwamish culture and the vitality of the Duwamish Tribe.
- **Creative Justice NW** (<https://www.creativejusticenw.org>): Creative Justice builds community with youth most impacted by the school-to-prison-(to-

deportation) pipeline. Participants and mentor artists work together to examine the root causes of incarceration, like systemic racism and other forms of oppression, creating art that articulates the power and potential of our communities.

- **Africatown Community Land Trust** (<https://www.africatownlandtrust.org>). Acquires, develops, and stewards land in Greater Seattle to empower the Black Diaspora community.
- **South Seattle Emerald Rainmaker** (<https://southseattleemerald.com>). Support local, independent, community-based news sources. Start a regular monthly gift to **South Seattle Emerald** to ensure nonprofit community-based media is here for you tomorrow.
- **PONGO Poetry Project** (<https://pongopoetryproject.org>). A Seattle-based nonprofit that uses personal poetry to facilitate healing among youth coping with devastating traumas, such as abuse, neglect, racism, and exposure to violence.
- **Casa Latina** (<https://casa-latina.org>). A nonprofit organization in Seattle that advances the power and well-being of Latino immigrants through employment, education, and community organizing. Offers job dispatch for day laborers and domestic workers.
- **Northwest Justice Project** (<https://nwjustice.org/home>). Provides free legal assistance to address fundamental human needs including housing, family safety, income security, health care, education.



## Support Arts Organizations and Activities

Where we spend our money matters. Invest in art and art galleries featuring artists of color.

- **WaNaWari**: (<https://www.wanawari.org>)
- **Art Xchange**: (<https://artxchange.org>)
- **Duwamish Longhouse & Cultural Center**: (<https://duwamishtribe.org>)
- **Daybreak Star Indian Cultural Center**: (<https://unitedindians.org/daybreak-star-center/>)
- **Neplanta**: Cultural Arts Gallery: (<https://www.neplanlaculturalarts.com>)
- **Dr. James & Janie Washington Cultural Center**: (<https://jameswashingtonculturalcenter.com>)
- **Arte Noir**: (<https://www.artenoir.org>)
- **LANGSTON**: (<https://www.langstonseattle.org>)
- **James & Janie Washington Foundation**: ([jameswashingtonfoundation.com](https://jameswashingtonfoundation.com))



## Support Seattle Public Schools

Your voice matters. Contact Seattle Public School Board members to voice opinion on anti-racist issues.

- District 1      Liz Rankin  
[liza.rankin@seattleschools.org](mailto:liza.rankin@seattleschools.org)
- District 2      Sarah Clark  
[sdclark@seattleschools.org](mailto:sdclark@seattleschools.org)

- District 3      Evan Briggs  
eybriggs@seattleschools.org
- District 4      Joe Mizrahi  
jemizrahi@seattleschools.org
- District 5      Michelle Sarju  
michelle.sarju@seattleschools.org
- District 6      Gina Topp  
gktopp@seattleschools.org
- District 7      Brandon K. Hersey  
brandon.hersey@seattleschools.org

### **RARE - Roosevelt Alumni for Racial Equity**

(<https://rhs4racialequity.org>) Multiethnic group of alumni that advocates for racial equity by contributing to a deeper understanding of racism and racial equity, to heal the racial divide, and enhance equitable outcomes for all people.

### **SEE - Social Equity Educators**

(<http://socialequityeducators.org>) Social Equity Educators is a rank-and-file caucus of Seattle Education Association educators that focuses on democratic, anti-racist, and anti-oppression policies and practices in classrooms, schools, and communities. SEE engages in local, national, and international social movements for liberation and radical change by building alliances and addressing the roots of institutional racism and other forms of injustice.



### **Support/Volunteer on Criminal Justice initiatives**

**Equal Justice Initiative** (<https://eji.org>). Private nonprofit organization located in Montgomery, AL, works to end

mass incarceration, excessive punishment, and racial inequality. EJI challenges the death penalty and excessive punishment and provides re-entry assistance to formerly incarcerated people. Founded in 1989 by Bryan Stevenson.

### **Seattle Clemency Project**

(<https://www.seattleclemencyproject.org>) increases access to justice by matching people seeking early release from prison and those facing deportation due to old criminal convictions with free, high-quality, legal representation. SCP represents individuals who committed crimes decades ago and have changed their lives for the better.

### **NW Bail Bonds** (<https://www.nwcombailfund.org>).

Volunteer to help Northwest Community Bail Fund live their mission: Provide cash bail for marginalized people charged with crimes who are unable to afford bail and find themselves incarcerated while awaiting routine court appearances in WA, which allows people to get out of jail during their trial period and defend themselves from a position of freedom.

### **Books to Prisoners** (<https://www.bookstoprisoners.net>).

Mails free books to incarcerated individuals to “foster a love of reading behind bars, encourage the pursuit of knowledge and self-empowerment, and break the cycle of recidivism”. Books to Prisoners was founded in the early 1970s and is sponsored by Seattle’s “Left Bank Books”. As one of the largest and oldest prison book projects in the country, Books to Prisoners works in



partnership with other groups that support prisoner literacy and promote social justice.

**WELD** (<https://www.weldworks.org>). WELD's programming provides the previously incarcerated and formerly justice-involved, safe transitional recovery housing in a clean and sober environment, pathways to employment, and reconnection to community.

### **Community Passageways**

(<https://www.communitypassageways.org>), is a Seattle based nonprofit with a vision for zero youth incarceration. As a felony diversion and prevention program, CP is leading the way in reimagining and actively creating an alternative to today's criminal legal system, creating alternatives to incarceration for youth and young adults by rebuilding community.

### **Abolition 101, Seattle University Law School**

(<https://sites.google.com/view/letstalkaboutabolition/seattle-university-syllabus>). Online syllabus. The reading list includes:

- "Are Prisons Obsolete?" by Angela Davis
- "Beyond Survival: Strategies and Stories from the Transformative Justice Movement" Edited by Ejeris Dixon and Leah Lakshmi Piepzna-Samarasinha
- "Color of Violence" The INCITE! Anthology edited by INCITE! Women of Color Against Violence



**Address Disparities in Medicine.** Volunteer at community health centers. Support fundraising efforts.

### **International Community Health Services**

(<https://www.ichs.com>). ICHS advocates for health as a human right and welcomes all in need of care regardless of health, immigration status or ability to pay. ICHS envisions Healthier People, Thriving Families, Empowered communities, A Just Society.

### **Kaiser Permanente of Washington**

(<https://healthy.kaiserpermanente.org/washington>).

Volunteers help patients and assist in various clinics/departments, provide support services to hospice patients and their caregivers, the KP Resource Line, and Transportation Assistance.

### **Sea Mar Community Health Centers**

(<https://www.seamar.org>). Sea Mar Community Health Centers is a community-based organization committed to providing quality, comprehensive health, human, housing, educational and cultural services to diverse communities, specializing in service to Latinos.

### **Anti-Racism Resources: Articles, Books, Podcasts, Films, and Organizations**

<https://www.washington.edu/raceequity/resources/anti-racism-resources/>

<https://www.antiracismresourceguide.org/guide>

<https://insightla.org/anti-racism-resources>

<https://citizenshipandsocialjustice.com/websites-organizations-and-films>  
<https://blacklivesmatter.com/resources/>

<https://centerracialjustice.org/resources/resources-for-talking-about-race-racism-and-racialized-violence-with-kids/>

<https://www.antiracismproject.org/resources>

<https://www.acs.org/content/dam/acsorg/communities/diversity-inclusion-and-respect/anti-racism-resource-education-list.pdf>

<https://rootedorganizingcommunity.org/anti-racism-resources>

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