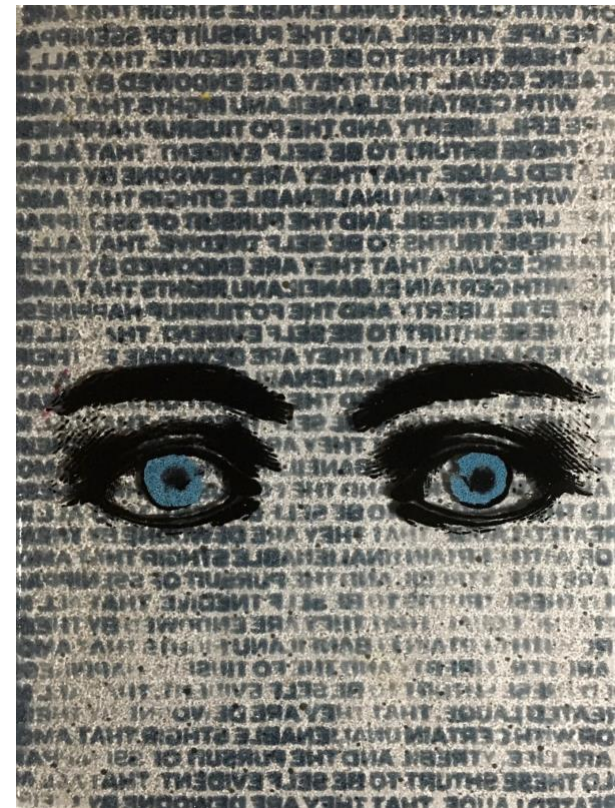


Reckoning

Community Engagement: 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:

- **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.



1619: Nikole Hannah-Jones, *The 1619 Project: A New Origin Story*. 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>).



12 out of 18: Twelve out of the first 18 US presidents were enslavers. George Washington, Thomas Jefferson, James Madison, James Monroe, Andrew Jackson, Martin Van Buren, William Henry Harrison, John Tyler, James K. Polk, Zachary Taylor, Andrew Johnson, Ulysses S. Grant. Read more at: (<https://www.statista.com/statistics/1121963/slaves-owned-by-us-presidents/>).



Mac & Cheese: In the late 1790's, Thomas Jefferson's enslaved chef James Hemings is credited with introducing his own creative interpretations of French haute cuisine. Jefferson took Hemings to France at age

19 to apprentice and train at elite kitchens. He became chef de cuisine at Jefferson's private residence in Paris. French law held that any slave that stepped onto French soil would be free if they chose to legally pursue that option. James, and his sister Sally (who at age 14, accompanied Jefferson on this voyage) chose not to pursue freedom and returned to Virginia with Jefferson.



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.

Develop Self-Awareness



Dawn, Sarah, Rickie, Kerstin, Colleen, Diane, Vicki, Nan, Sally:

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.



25: Both/And: 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.



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.



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



911 24th Avenue, Seattle 98122: Wa Na Wari address. A non-profit organization sited in a fifth-generation Black owned-home in Seattle’s Central District that creates space for Black ownership, possibility, and belonging through art, historic preservation, and connection. See (<http://wanawari.org>) for activities, events, and ways to support this immersive community art project that reclaims Black cultural space and makes a statement about the importance of Black land ownership in gentrified communities.

Act Now Mantra (<http://www.actnowmantra.org/>). A diverse and collaborative group committed to taking constructive action to build a strong, equitable and knowledgeable community. This grassroots, cross-cultural collective invites all communities to join in civic conversation, cultural connections, and personal action to build strong communities and create positive social and political change.

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. Black-led, Black-centered, and birthed out of a deep legacy of Black organizing in Martin Luther King Jr. County, Washington, 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.

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

5 D’s: Distract, Delegate, Document, Delay, Direct. <https://www.ihollaback.org>, Bystander Training Module.

Practice these 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 Lisa Herbold
206-684-8801
lisa.herbold@seattle.gov
District 2 Tammy Morales
206-684-8802
tammy.morales@seattle.gov
District 3 Kshama Sawant
206-684-8803
kshama.sawant@seattle.gov
District 4 Alex Pedersen
206-684-8804
alex.pedersen@seattle.gov
District 5 Debora Juarez
206-684-8805
debora.juarez@seattle.gov
District 6 Dan Strauss
206-684-8806
dan.strauss@seattle.gov
District 7 Andrew Lewis
206-684-8807
andrew.lewis@seattle.gov
District 8 Teresa Mosqueda
206-684-8808
teresa.mosqueda@seattle.gov
District 9 Sarah Nelson
206-684-8809
sarah.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.



Repair Disparity in Federal Benefits

HR5905: Contact your US House of Representative congressional contact to express support of The GI Bill Restoration Act of 2021, H.R. 5905, (introduced by Sgt. Isaac Woodard, Jr., and Sgt. Joseph H. Maddox). (<https://www.congress.gov/bill/117th-congress/house-bill/5905/all-info?r=2&s=1>)

If passed, the bill would extend to descendants and surviving spouses of Black WWII veterans' access to the VA Loan Guaranty Program, which provides assistance for buying and building homes, and the Post-911 GI Bill

educational assistance, which provides financial assistance for school or job training.

Ensure Diverse Representation



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

Invest in Services in Communities of Color



Rainmaker: Support local, independent, community-based news sources (<https://southseattleemerald>). Start a regular monthly gift to **South Seattle Emerald** to ensure nonprofit community-based media is here for you tomorrow.



#4: Tempura Udon Soup Noodle Menu item, Maneki Restaurant: (<https://manekiseattle.com>). Dine at Maneki, a Japanese restaurant in Seattle's Japantown area of the International District. Opened in 1904 as the first sushi bar in the city, it's one of the oldest Japanese restaurants in the country. Maneki has a legacy of resilience – surviving through WWII and the incarceration of Japanese Americans.



Drywall: Hire Day Laborers from 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.



\$50: Where we spend our money matters. Invest in the work of communities of color:

- **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.

- **South Seattle Emerald** (<https://southseattleemerald.kindful.com>). Community news source.
- **El Centro de la Raza** (<https://www.elcentrodelaraza.org>). It is the mission of El Centro de la Raza (The Center for People of All Races) to build 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 to bring critical consciousness, justice, dignity, and equity to all the peoples of the world.
- **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.



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 Foundations:
(<https://jameswashingtonculturalcenter.com>)
- ONYX Gallery & Fine Arts Collective:
(<https://www.onyxarts.org>)



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
- District 2 Lisa Rivera Smith
lisa.rivera-smith@seattleschools.org
- District 3 Chandra N. Hampson
chandra.hampson@seattleschools.org
- District 4 Vivian Song Maritz
vsmaritz@seattleschools.org
- District 5 Michelle Sarju
michelle.sarju@seattleschools.org
- District 6 Leslie S. Harris
leslie.harris@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 Course, Seattle U, Nikkita Oliver

(<https://www.nikkitaoliver.com/abolition>). Online course; 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>

With deep thanks to the Action Steps presenters: Sarah Banks, Vicki Brown, Diane Davis, Pallavi Garg, Diane Hadi, Barbara Hill, Kamla Kakaria, Kerstin Gaudins, Scott Mexcal, Erin Shigaki, Rickie Wolfe

This project was supported, in part, by grants from 4Culture, the James & Janie Washington Foundation and Seattle Office of Arts & Culture. And with deep appreciation to Pratt Fine Arts Center.



02/01/2022