



# Civic Boot Camp Workbook

## Racial Equity & Systemic Racism

*October 9<sup>th</sup>, 2020*



Without community, there is no liberation...but community must not mean a shedding of our differences - Audre Lorde



**#CivicBootCamp #BlackLivesMatter**

# WELCOME

## CIVIC BOOT CAMP: RACIAL EQUITY AND SYSTEMIC RACISM IN SEATTLE, PAST AND PRESENT

This workbook is designed to help you engage throughout the webinar and provide resources you can use afterwards. Within the workbook you will find interviewee and speaker biographies, local and national resources, key terms and definitions, volunteer opportunities, and more!



### ABOUT SEATTLE CITYCLUB

Seattle CityClub is a nonpartisan, 501(c)(3) nonprofit organization improving the civic health of the Puget Sound region by providing programs that bridge politics, sectors and generations to inform and engage residents and community leaders.

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### THANKS TO OUR SUPPORTING PARTNER:

The Alaska Airlines logo, featuring the word "Alaska" in a stylized, italicized blue script font.

# SPEAKER BIOGRAPHIES - INTERVIEWS

## **Jerry Large, Board President, [Blackpast.org](https://blackpast.org) |**

Jerry retired from The Seattle Times in 2018 after nearly 37 years, including 25 years as a columnist, where he often focused on social justice. He is a founding member of the Seattle chapter of the National Association of Black Journalists, a member of Alpha Omicron Boule of Sigma Pi Phi Fraternity, and serves as president of the board of Blackpast.org and is a trustee of The Northwest School.

Large earned a B.A. in journalism from New Mexico State University. He worked at the Clovis News-Journal, the Farmington Daily Times, the El Paso Times, and the Oakland Tribune before coming to Seattle in 1981. He has won numerous honors and awards for his work from Stanford University, University of Washington, and Faith Action Network, and International Society of Political Psychology.

He has been a guest lecturer in the University of Washington Department of Communications and the Institute for Journalism Education (Now the Maynard Institute for Journalism Education).

## **Sharon Nyree Williams, Executive Director, [Central District Forum for Arts & Ideas](https://centraldistrictforum.org) (CD Forum) |**

Sharon is a storyteller and arts administrator. She believes in sharing life experiences through the artistry of storytelling and leadership. She leads the CD Forum's efforts to present, produce and develop multidisciplinary work by Black artists and provide access for courageous conversations to diverse audiences. Sharon founded The Mahogany Project, a theatre arts collaborative that provides Black artists with an opportunity to share their voice. She serves as the Chair for the Historic Central Area Arts and Cultural District, LANGSTON Board of Directors, FEED Worldwide Advisory Board, a former Seattle Arts Commissioner (2014-2019), Board of Trustee for Cornish College of the Arts (2015-2019), Adult Advisory Committee for Creative Justice (2015-2019) and she is serving on several task forces/committees nationally. She has a Master of Fine Arts in Arts Leadership degree from Seattle University. She is a proud graduate of the Historical Black College and University, Delaware State University with a Bachelors of Arts in Television Production and a Masters of Business Administration degrees. See her website: [sharonnwilliams.com](https://sharonnwilliams.com)

# SPEAKER BIOGRAPHIES - INTERVIEWS

## **LaNesha DeBardelaben, Executive Director, [Northwest African American Museum \(NAAM\)](#) |**

LaNesha's passion is to drive success for Black museums. Under her visionary leadership as Executive Director of Seattle's [Northwest African American Museum](#), which she has led since 2017, NAAM has experienced accelerated growth and was named a 2019 finalist for the prestigious National Medal for Museum Service Award for their impactful engagement with the community.

LaNesha is National President of the Association of African American Museums Board of Directors. She has international experience with museums and libraries in Kenya, Ghana, South Africa, England, Germany, and Israel, and is a member of both the International Women's Forum and Seattle's Community Development Roundtable.

## **Elmer Dixon, President, [Executive Diversity Services](#) |**

Elmer was born in Chicago and moved to Seattle at age 7 when his father took a job at Boeing. Dixon grew up in Seattle's Central District, attending Garfield High School. While at Garfield High, Dixon helped organize the school's Black Student Union in 1968. That same year, with his older brother Aaron Dixon, he co-founded the Seattle Chapter of the Black Panther Party.

He served the Chapter as its Field Marshall as well as the Breakfast Program Coordinator. When the Seattle Chapter closed its office and some of its core members moved to Oakland in 1972, Elmer, under parole and unable to move to Oakland, stayed in Seattle and reorganized the Chapter. He worked to sustain the Party's breakfast program and health clinic, maintaining the Panther organization until 1976 and some programs into the 1980s. Elmer Dixon now works as a diversity consultant.

# SPEAKER BIOGRAPHIES - INTERVIEWS

## **Marcellus Turner, Director, [Seattle Public Library](#) |**

Marcellus oversees The [Seattle Public Library](#), which includes the world-renowned Central Library and 26 Seattle neighborhood libraries. Turner has been in the position since 2011 and has enjoyed his role in finding creative solutions and approaches to the exciting, unique and ever-changing opportunities and challenges that urban libraries face.

Turner is the former executive director of Jefferson County Public Library in Lakewood, Colo. He previously worked for libraries in Rockford, IL, Tacoma, WA, Atlantic City, NJ, as well as academic libraries in Tennessee and Louisiana. He holds a master's degree in library science from the University of Tennessee.

## **Reagan Jackson, Program Director, [Young Women Empowered](#) |**

Reagan is a multi-genre writer, activist, and international educator with an abiding love of justice, spirituality, and creating community. Reagan is passionate about providing young people with the opportunity to experience something new. To that end she has taken over two hundred youth abroad to Japan, Guatemala, and Mexico respectively.

She is an award winning journalist and columnist for the Seattle Globalist. Her other published works include three collections of poetry: *God, Hair, Love, and America*, *Love and Guatemala*, and *Summoning Unicorns* and two children's books: *Coco LaSwish A Fish From A Different Rainbow* and *Coco LaSwish: When Rainbows Go Blue*. Check out her podcast at [The Deep End Friends](#); and her website [reaganjackson.com](http://reaganjackson.com).

# SPEAKER BIOGRAPHIES - WEBINAR

**Mariko Lockhart (she/her), Director, [Seattle Office for Civil Rights](#) | [Seattle's Office for Civil Rights](#)** coordinates the Race and Social Justice Initiative, a citywide effort to end institutional racism in City government. Additionally SOCR advances race and social justice through its policy work with elected officials; and supports four commissions including the LGBTQ Commission, Women's Commission, Human Rights Commission and Commission for People with disAbilities. Prior to serving in this role, Mariko worked at the Aspen Institute's Forum for Community Solutions on a national effort to prepare young people who are out of work and out of school for employment opportunities with a corporate coalition of more than 50 U.S.-based companies. Her leadership roles have included Director of Seattle's Youth Violence Prevention Initiative and President & State Director of Communities In Schools of New Jersey where she led the state affiliate of the nation's largest organization dedicated to keeping kids in school and helping them succeed in life. Mariko identifies as Black and Japanese.

**Rachael Steward, Administrator of Community Services, [Seattle Housing Authority](#) |** Over the last 18 years, Rachael has worked through higher education to bridge the gap for students of color and low-income students to higher education opportunities. She believes in asset-based change efforts. Rachael transitioned to [Seattle Housing Authority](#) in June 2018 and carries forward her strategic leadership to ensure Seattle's low-income residents have access to services that ensure a dignified quality of life that promotes self-sufficiency. As the Deputy Director at Seattle University's Center for Community Engagement, she co-led the development of the cradle to career/college pipeline. Rachael is known to be a strategic thinker with an eye for the intersections of education, housing, economic development and social cohesion. At the Choice Neighborhood Education Collaborative, her leadership resulted in partnerships that built upon youth development programming, parent and youth enthusiasm and community leadership. Her work and that of her partners' is documented by *The Center for the Study of Social Policy – Promising Practices Guide and Engaging Higher Education: Purpose, Platforms, and Programs for Community Engagement* and in *Place-Based Community Engagement in Higher Education: A Strategy to Transform Universities and Communities* by Erica K. Yamamura and Kent Koth.

# SPEAKER BIOGRAPHIES - WEBINAR

## Jose Luiz Rodriguez, Owner, The Station Coffee Shop |

Luis Rodriguez and Leona Moore-Rodriguez live community activism and advocacy. When they opened their coffee shop named The Station, they also built a community hub and safe space. People of all generations, ethnicities, and identities visit The Station to gather, share ideas, and host community meetings and events. During the COVID-19 health crisis, The Station partners with Cleveland High School to provide a food pantry to help feed community members. Anyone who needs groceries to feed themselves or their families are welcome to take items they need.

## *Moderating the conversation...*

## Nikkita Oliver (they/them) - Seattle-based creative, community organizer, abolitionist, educator and attorney. |

Working at the intersections of arts, law, education, and community organizing Nikkita strives to create experiences which draw us closer to our humanity and invites us to imagine what we hope to see in the future. Nikkita has opened for Cornel West and Chuck D of Public Enemy, featured on the Breakfast Club, KUOW's The Week in Review, Cut Stories, and performed on The Late Night Show with Stephen Colbert. Nikkita's writing has been published in the South Seattle Emerald, Crosscut, the Establishment, Last Real Indians, The Seattle Weekly, and The Stranger. Nikkita organizes with No New Youth Jail, Decriminalize Seattle, King County Equity Now, and the Seattle Peoples Party. Nikkita is the co-executive director of [Creative Justice](#), an arts-based alternative to incarceration and a healing engaged youth-led community-based program. Nikkita was the first political candidate of the Seattle Peoples Party running for Mayor of Seattle in 2017 narrowly missing the general election by approximately 1,100 votes; coming in third of 21 candidates. Nikkita speaks and performs for events, at universities and conferences, and facilitates trainings on equity, law and justice, education, and arts activism all over the United States.

Follow on [IG](#) and [Twitter](#) @nikkitaoliver

# TERMS

**BIPOC** - An acronym that stands for Black, Indigenous and People of Color.

**People of Color (POC)** - Unlike “minority,” the term “people of color” emphasizes self-determination and collective empowerment.

**Critical Race Theory** - This movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious.

**Racism** – One group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

**Oppression** – Systemically devaluing, undermining, marginalizing, and disadvantaging certain social identities while the privileged have ready access.

**Anti-Racism**- The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

**Systemic Racism**– Refers to how ideas of white superiority are captured in everyday thinking at a systems level: taking in the big picture of how society operates, rather than looking at one-on-one interactions.

**Structural Racism** - Encompasses the entire system of white domination, diffused and infused in all aspects of society including its history, culture, politics, economics and social fabric. Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism.

**Institutional Racism** -The ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.

**Implicit Bias** - Negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals’ attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves.

**Intersectionality** - Per Kimberlé Williams Crenshaw, “Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.”



# TERMS (CONTINUED)

**Diversity** - This includes not only race, ethnicity, and gender — the groups that most often come to mind when the term “diversity” is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

**Equality** - Offering everyone the same level of access to opportunity.

**Equity** – Offering everyone a different level of support based on historical, structural, and institutional barriers that hinder success in order to produce the same level of outcomes.

**Inclusion** - Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

**Transformative Justice** - A political framework and approach for responding to violence, harm and abuse. It seeks to respond to violence without creating more violence and/or engaging in harm reduction to lessen the violence.

**Restorative Justice** – A theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community.

**Gentrification** - the arrival of wealthier, white people in an existing BIPOC city neighborhood, with related increases in rents and property values, changes in the district’s character and culture, and displacement.

**White Privilege** - The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white, often unconsciously. It operates differently across gender, class and other facets of social identity.

**White Supremacy Culture** - An artificial, historically constructed culture which expresses, justifies and binds together the United States white supremacy system. It is the glue that binds together white-controlled institutions into systems and white-controlled systems into the global white supremacy system.

**Cultural Appropriation**- Theft of cultural elements for one’s own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements.

## Sources

- Race and Social Justice Initiative, Racial Equity Tools, The Conversation, Transform Harm, Strong Towns

# BLACK HISTORY IN KING COUNTY

- **1858:** Manuel Lopes, is the first known Black resident of Seattle.
- **1892:** Seaborn Collins, is the first Black elected official.
- **1894:** Horace Cayton establishes the Seattle Republican, the first Black-owned newspaper.
- **1913:** First (NAACP) branch in the state is established by twenty-two Seattleites led by Letitia Graves.
- **1920:** Seattle Urban League forms by a group led by Lottie Biggs, with Joseph S. Jackson as the executive director.
- **1950:** Seattle attorney Charles Stokes becomes the first African American elected to the state legislature from the 37th District.
- **1961:** Civil rights protests begin in October, surrounding employment discrimination in downtown stores. On November 8th, MLK visits Seattle.
- **1963:** Harold Booker, a major civil rights activist, creates the Federal Way Human Rights Committee.
  - **July 1- 35:** demonstrators stage Seattle's first sit-in when they occupy City Hall for 24 hours.
  - **November 27:** the Seattle City Council approves an open housing ordinance subject to ratification at the general election.
- **1964:** Seattle voters by a margin of 115—626 to 54—448 defeat the open-housing ordinance enacted by the City Council. In the summer, the Seattle Chapter of the Congress of Racial Equality (CORE) initiates the Drive for Equal Employment in Downtown Stores— the largest protest campaign involving racial discrimination ever undertaken in the state of Washington.
- **1967:** Sam Smith is elected as Seattle's first Black city councilman.
- **1968:** After Dr. Martin Luther King's assassination, nearly 10,000 people march in memory of his legacy and to continue the fight for civil rights.
  - **April 19:** the Seattle City Council enacts a fair housing ordinance introduced by Councilmember Sam Smith.
  - Aaron Dixon forms the Seattle Chapter of the Black Panther Party.
- **1978:** Seattle becomes the largest city in the United States to desegregate its schools without a court order. Nearly 25% of the district's students are bused as part of the "Seattle Plan."
- **1986:** With the leadership of Ron Sims, the first Black King County Councilmember, the council renames King County in honor of Martin Luther King Jr. It was previously named after William R. King, a slave holder.
- **1996:** The Seattle School District ends mandatory bussing.

***Today, we are living the one of the largest U.S. movements, fighting police brutality and centuries of structural racism.***

**[See BlackPast's full timeline here](#)**

# CIVIC ENGAGEMENT IDEAS

Our region's civic health depends on each one of us to get involved in civic life. Below are some ways you can get involved:

- **Invest:** Give directly to BIPOC-led organizations and grassroots movements focused on racial equity and empowerment. Purchase products from Black-owned businesses, find one [here](#). Support protesters' fight against police brutality and racism through bail funds [here](#). Get involved in mutual aid efforts [here](#).
- **Employ:** Employ BIPOC especially in leadership roles. Be inclusive and honor Black genius. Engage in conversations around race and equity. White people, use your privilege in the workplace and strive to be anti-racist.
- **Advocate:** Write legislatures, school boards, banking institutions, law enforcement, and wherever you see racism/discrimination. Attend rallies, marches and events in support of equity and racial justice.
- **Learn:** Attend the workshops on equity, racial justice, anti-blackness and white privilege. Read books and articles, listen to podcasts and watch videos (especially those written and/or produced by the BIPOC community).
- **Connect:** Anti-racism begins with you. Speak with your family and friends about what you're learning. Support and uplift Black people. Follow the CBC speakers', and other community leaders', social media/platforms and stay informed.
- **Vote:** Register, update, learn about the ballot, and find drop boxes/mailing [here](#).

***For a comprehensive list of other specific actions, go here:***

***[Racial Justice Resources](#), from the Seattle Rep.***

# NOTEWORTHY NEWS

## Articles and books

[Opinion: Beware the bootleg Rolex](#) (A response to Mayor Durkan's \$100 million proposal for BIPOC communities), Sean Goode, South Seattle Emerald, 09/27/20

[Six Months of the Coronavirus in Black America](#) - Emergency physician Uché Blackstock on why the virus has been a perfect storm in Black communities. Julia Craven, Slate Magazine, 9/13/20

[At center of police defunding debate, King County Equity Now and Decriminalize Seattle reimagine public safety](#) - Melissa Hellman, Seattle Times, 9/10/20

[Language in Seattle-area rental ads divides neighborhoods along racial lines, UW study finds](#) - Katherine Khashimova Long, Seattle Times, 9/7/20

[For Black lives to truly matter, we must go beyond pervasive pronouncements](#), Marcus Harrison Green, Special to the Seattle Times, 9/3/20

[UW research shows racism and redlining hurt local wildlife, too](#) - Hannah Weinberger, Crosscut, 8/20/20

[Black Lives Matter Just Entered Its Next Phase](#) - Months removed from the height of nationwide street protests, the movement has arrived at an important juncture, where its next steps will determine its success. Syretta McFadden, The Atlantic, 8/20

[The Race Gap](#): How US systemic racism plays out in black lives, Reuters infographic, 7/14/20

[Icons of 1960s civil rights movement voice cautious optimism](#)  
Dan Sewell and Russell Contreras, Associated Press, Seattle PI, 6/24/20

[Seattle's Black women activists have been marching for decades](#)  
Quin'Nita Cobbins-Modica talks about this pivotal moment and the women who helped get us here. Agueda Pacheco Flores, Crosscut, 6/18/20

[Schonburg Center - Black Liberation Reading List](#), NY Public Libraries, 6/9/20

[Racial Justice Resources](#), Seattle Rep, Posted 6/1/30, for comprehensive reading list.

[One in 11 black residents were evicted from the Seattle area since 2004, researchers say](#) - Sydney Brownstone, KUOW, 2/7/19

# PODCASTS, RADIO AND VIDEOS

## Podcasts

[Cape Up](#) - Podcast Episode - 6/9/19 - Civil rights icon John Lewis is 'deeply moved' by today's demonstrations.

[The Deep End Friends Podcast](#) - The Deep End is an exploration of liberation, healing, hope, joy, and wholeness. What does it mean to be free? What are people of color doing to heal themselves and the world? Join co-hosts Reagan Jackson and Anastacia Renee for a series of in-depth interviews.

[Pod Save the People](#) - Organizer and activist DeRay Mckesson explores news, culture, social justice, and politics with analysis from Sam Sinyangwe, Kaya Henderson, and De'Ara Balenger. Then he sits down for deep conversations with experts, influencers, and diverse local and national leaders. New episodes every Tuesday.

[Groundings](#) - The #GroundingsPodcast is a place where organizing, theory, and history come in contact with dialogue, experience, and storytelling. The title "Groundings" is in honor of the revolutionary educator Walter Rodney, whose concept of "groundings" as a form of radical, political, dialogic, and communal education continues to inspire today.

[Rainier Avenue Radio](#) is YOUR South Seattle Community Radio Station and Digital Media Hub dedicated to amplifying the diverse voices of our community.

[Summer of Racial Reckoning](#) (three part radio series) - explores the lives of those who inspired the demonstrators; the system they're protesting against; and the way forward as protesters, police and civil rights icons see it), Ailsa Chang, Rachel Martin, Eric Marropodi, NPR, 8/16/20

[Uncivil](#) - A history podcast from Gimlet Media, where we go back to the time our divisions turned into a war, and bring you stories left out of the official history.

[Code Switch Podcast](#) - Fearless conversations about race that you've been waiting for! Hosted by journalists of color, our podcast tackles the subject of race head-on.

## Videos

[The urgency of intersectionality](#), Kimberlé Crenshaw, Ted Talk, 12/7/16 - Kimberlé describes "intersectionality"

[The Daily Show with Trevor Noah: "George Floyd, Minneapolis Protests, Ahmaud Arbery & Amy Cooper"](#), 18 min, 5/29/20

[Eyes on the Prize](#) - PBS Series on America's Civil Rights Movement

# RESOURCES

## ORGANIZATIONS FEATURED IN THIS CIVIC BOOT CAMP

- Blackpast.org  
<https://www.blackpast.org>
- Central District Forum for Arts and Ideas  
<https://www.cdforum.org/>
- Choose180  
<https://choose180.org>
- City of Seattle, Office for Civil Rights  
<https://www.seattle.gov/civilrights>
- City of Seattle, Office of Planning and Community Development, Equitable Development Initiative  
<http://www.seattle.gov/opcd/ongoing-initiatives/equitable-development-initiative>
- Creative Justice  
<https://www.creativejusticenw.org>
- Northwest African American Museum  
<https://www.naamnw.org/>
- Seattle Housing Authority  
<https://www.seattlehousing.org>
- Seattle Public Library  
<https://www.spl.org>
- Sharon Williams Website  
<https://www.sharonnwilliams.com>
- South Seattle Emerald  
<https://southseattleemerald.com>
- The Station Coffee Shop  
<https://www.thestationbh.com>
- Y-WE (Young Women Empowered)  
<https://youngwomenempowered.org>

## OTHER ORGANIZATIONS ADDRESSING RACIAL EQUITY AND SYSTEMIC RACISM

- [Racial Justice Resources](#), Seattle Rep, Posted 6/1/20.  
Comprehensive list national and local organizations

# SEATTLE CITYCLUB PROGRAMS

Each year, CityClub provides over 30 public programs that inform, connect, and engage the public to strengthen the civic health of our region.

- **Civic Boot Camp** - A deep-dive into key local issues with community leaders and strategies for how to get involved. [Link](#)
- **Civic Cocktail** - a series of monthly, televised conversations about regional issues with policymakers, community leaders, and newsmakers. [Link](#)
- **Civic Health Index** - our exclusive on-line report that examines trends in Seattle voting, volunteerism, public trust, and other indicators of civic health (updated in 2018). [Link](#)
- **Year in Review** (December) - leaders from multiple sectors reflect on pressing issues and headlines of the past year. [Link](#)
- **Legislative Preview** (January) - convenes top Washington legislators to discuss the upcoming legislative session. [Link](#)
- **WA State Debate Coalition** - free, public and statewide debates for candidates seeking the highest offices in Washington state. [Link](#)



# UPCOMING EVENTS

*Join us in October for...*

7<sup>th</sup>, 8 pm

Washington State Debate Coalition -  
Gubernatorial Debate between Governor Jay Inslee  
and Police Chief Loren Culp

9<sup>th</sup>, 1 pm

Civic Boot Camp - Racial Equity and Systemic Racism  
in Seattle, Activism for Systemic Change

22<sup>nd</sup>, 8 pm

Washington State Debate Coalition -  
Lieutenant Governor Debate between State Senator  
Marko Liias and US Representative Denny Heck

