WEBINAR ON DIVERSITY AND EQUITY IN LOCAL GOVERNMENT

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!

SPEAKER BIOGRAPHIES - INTERVIEWS

Zachary Wood, Professor of Public Affairs, Seattle University

Zachary is an Assistant Professor in the Institute of Public Service at Seattle University, primarily assigned to the undergraduate Public Affairs program, teaching courses in the areas of community development and urban public policy. He holds a PhD in Public Affairs from Rutgers University, with a specialization in Community Development. Dr. Wood’s primary research foci center on issues of urban poverty and social change through civic engagement and political advocacy, particularly with traditionally marginalized populations. Previously, Dr. Wood has held leadership positions in the non-profit sector and the youth homelessness field and serves on the Board of Directors of Youth Collaboratory, a national support and advocacy organization for youth-serving non-profits.

Amanda Sandoval, Commissioner, Seattle Immigrant and Refugee Commission

Amanda is a UW alumnus that works as a Public Policy Coordinator for the Mockingbird Society, an advocacy organization that works to transform foster care and end youth homelessness. She helps establish partnerships between young people with lived experience and local coalitions, advocacy groups, and government stakeholders. She also serves on the Seattle immigrant and refugee commission, a commission that advises the mayor, city council, and city departments on how to improve services and resources for the immigrant and refugee communities. Prior to her current role she worked as a community organizer with Senator Saldana in the 37th district. With her background in community organizing, public policy and immigrant family upbringing, Amanda is passionate about local government and the importance of making sure all communities are being listened to, their voices are heard and that they know they are vital groups in our community.

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.

IN PARTNERSHIP WITH
Jamie Pedersen, WA State Senator (43rd District)

Jamie lives on Capitol Hill with his husband, Eric Pedersen, and their sons Trygve, Leif, Erik and Anders, all of whom attend Seattle Public Schools. He grew up in Puyallup, graduated from Puyallup High School and worked at McDonald's to help put himself through Yale College, where he studied Russian and history, and graduated summa cum laude. After spending a year living in Russia and collecting oral histories of Soviet Afghan war veterans, Jamie attended Yale Law School. He clerked on the U.S. Court of Appeals for the D.C. Circuit and then returned to Seattle – and Capitol Hill – in 1995. He practiced corporate law at Preston Gates & Ellis (now K&L Gates) for 17 years. Since May 2012, he has been Vice President and General Counsel at McKinstry, a Seattle-based construction and engineering firm with substantial expertise in green building.

Jamie chaired the board of the national civil rights organization Lambda Legal, and served as Lambda’s lead volunteer lawyer on the state’s marriage equality case. He also helped to organize and was a plaintiff in League of Education Voters v. State of Washington, the case that overturned several Tim Eyman initiatives that purported to require 2/3 majorities to pass tax increases in the legislature.

Jamie was elected to the House of Representatives in 2006 and was appointed to the Senate in December 2013 and elected in 2014 and 2018. He serves as the chair of the Law & Justice Committee and also serves on the Ways & Means Committee, the Early Learning and K-12 Education Committee, and the Rules Committee. Jamie serves on the Legislative Ethics Board and the Office of Public Defense Oversight Committee and is a commissioner in the National Conference of Commissioners of Uniform State Laws.

Orlando Cano, Lobbyist, OneAmerica

Orlando was born and raised in Seattle, Washington, is fluent in Spanish and a dual citizen of Peru and the U.S. He graduated from the University of Washington with a BA in Political Science. After a legislative internship in 2000, Orlando began working in Olympia for the House Democratic Caucus, first as a Legislative Assistant for House Speaker Frank Chopp, then later held the positions of Policy Analyst, Community Liaison, and Senior Advisor. In 2016, he joined Seattle City Councilmember Lorena Gonzalez’s office as her first Chief of Staff. Following the stint at City Hall, Orlando returned to Olympia to become Chief of Staff to House Democratic Caucus and Speaker Chopp. He resides in Shoreline and is a lucky spouse to Elizabeth and two wonderful children.
Chris Roberts, Councilmember, City of Shoreline

Chris was first elected to the Shoreline City Council in 2009 and served as mayor from 2016-17. He serves as a member of the Puget Sound Regional Council Executive Board, the Association of Washington Cities Federal Priorities Committee, and the Sound Cities Association Public Issues Committee. He is also a member of the National League of Cities Energy, Environment, and Natural Resources Committee and the Race, Equity and Leadership Council. Chris is an enrolled member of the Choctaw Nation of Oklahoma.

Manka Dhingra, State Senator (45th District)

Manka is Deputy Majority Leader of the Washington State Senate. She brings two decades of experience as a prosecutor and behavioral health expert to her roles as chair of the Senate Behavioral Health Subcommittee and vice chair of the Senate Law & Justice Committee. She also serves on the Health & Long Term Care Committee and the Ways & Means Committee.

Dhingra was first elected to the Senate by the constituents of the 45th Legislative District in November 2017, the first Sikh legislator elected in the nation. Since then, she has sponsored and passed legislation addressing a wide range of issue areas, including: curbing domestic violence and sexual assault, preventing firearm violence, providing property tax relief for seniors and people with disabilities, prosecuting financial fraud, and reforming the criminal justice system with an evidence-based approach. During her time in the Senate, Dhingra has helped pass legislation and funding to transform the Washington State behavioral health system, reorienting it around prevention rather than crisis response. She continues to strive to ensure that Washingtonians with behavioral health needs get the treatment they need and deserve.

Cynthia Delostrinos Johnson, Councilmember, City of Tukwila

Cynthia was raised in Seattle, the daughter of immigrant parents from the Philippines. She is an attorney and currently works as the Manager of the Supreme Court Commissions with the Administrative Office of the Courts. Her work focuses on statewide projects and policies which address racial equity, gender equity, and language access in the courts. In November of 2019, Cynthia became the first woman of color and first person of Asian descent elected to the Tukwila City Council. Additionally, she serves as Co-President of the Tukwila Children’s Foundation and has been a long-time board member for the Filipino Lawyers of Washington.
DEI TERMS

**Anti-Racism** - The work of actively opposing racism by advocating for changes in political, economic, and social life. This can be a lens for every government policy.

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

**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.

**Grassroots** - The ordinary and common people, often blue collar workers. Term generally refers to movements/political organizations created by them rather than by professionals, elitists or established leaders.

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

**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 disadvantages for BIPOC people.

**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.

**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.

**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.

GOVERNMENT TERMS

**Advisory Committees** - Committees publish an agenda for each meeting and include a Public Comment period for the public to provide feedback on those items. Committees hold required Public Hearings, review and possibly amend proposed Bills. Committee recommendations and vote on a proposed Bill are made for consideration by the Full Council. See the full list of committees HERE.

**Bill** - A measure introduced in Congress or Council. Based off a simple majority vote, a bill will go to the House first, then Senate, back to Congress for a final vote, and then to the Governor/President to approve or veto it. If approved, it becomes law. See how to read City of Seattle bills HERE.

**City or County Council** - A municipal body having legislative and administrative powers, such as passing ordinances and appropriating funds.

**Caucus** - A meeting of party members in a legislative body to determine the party's stand on forthcoming issues.

**Lobby** - A group or person (lobbyist) seeking to influence legislators for the passage or defeat of legislation.

**Local Legislative Process** - In the City of Seattle, the council votes on an act and then it goes to the mayor who can approve or veto it. Council can override a veto and the mayor can override their override. This happened with the 2020 budget. If passed, it becomes an ordinance.

**Ordinance** - A municipal ordinance is a rule, law or statute adopted by a municipal legislative body. A ordinance means that a municipal act is adopted that has the force and effect of a law.

**Petition** - A written document signed by a large number of people demanding some form of action from a government or other authority. In Washington, it can be become an initiative or referendum with enough signatures.

**Recall** - The citizens of Washington are granted the authority to perform a recall election to all elective officers of the state of Washington except judges of courts of record. Learn more HERE.

**Referendum** - A general vote by the electorate on a single political question which has been referred to them for a direct decision.

**Representatives** - A member of Congress, Council, or other elected position that democratically promotes its constituents interests.
STRUCTURE OF GOVERNMENT

GET TO KNOW THE CITY OF SEATTLE

Mayor Jenny Durkan
District 1- Lisa Herbold
District 3- Kshama Sawant
District 4- Alex Pederson
District 5- Debora Juarez
District 6- Dan Strauss
District 7- Andrew J. Lewis
Position 8- Teresa Mosqueda
Position 9- Lorena Gonzalez

RESOURCES

Organizations involved in this Civic Boot Camp

- Immigrant and Refugee Commission, City of Seattle
- King County Equity and Social Justice
- Mockingbird Society
- LGBTQ Commission, City of Seattle
- More Equitable Democracy
- OneAmerica
- Seattle University, School of Public Affairs
- Shoreline City Council
- Tukwila City Council
- Washington State Legislature
- YMCA Get Engaged program (youth-young professionals participate on City boards)

Other civic engagement and community activism organizations

- Comprehensive list of King County-based political organizations
- United Way King County
- Poverty Action
- Duwamish Tribe
- Transportation Choices, Transit for All
- APACE Votes
- Northwest Immigrant Rights Project
- Citizen University Programs
- Washington Low Income Housing Alliance

Mutual aid opportunities

- Capitol Hill Community Center - @caphillcenter on Instagram
- Covid-19 Mutual Aid- @covid19mutualaid on Instagram and resource document
- Mutual Aid South King County- @ske_e_mutual_aid and resource directory
- Seattle BIPOC Organic Food Bank- @seattlebipocorganic on Instagram
- Plant-based Food Share- @plantbasedfoodshares on Instagram
- UW Community Aid- @uwcommunityaid on Instagram
- Seattle Community Fridge - @seattlecommunityfridge

THE WASHINGTON STATE LEGISLATURE

- Get in contact with your elected officials here.
- See the full list of representatives here.
- Learn more about the House, Senate, Committees, and Legislation here.
NOTEWORTHY NEWS

Series of articles on the state of Democracy in Washington State, various authors, Crosscut, 2020

Our Activism Can’t End With the Presidential Election, Glennda Testone, Advocate, 10/30/2020

Washington state politics is more diverse than ever; At all levels of government, the state has made stunning increases in representation. But much work remains to build a democracy that reflects us all. Olgy Diaz, Crosscut, 10/21/20

New State Law Could Prevent Political Participation by Immigrants, Lawsuit Says, Ben Adlin, South Seattle Emerald, 10/14/20

Native American Voting in Washington State, Seattle Times, 10/12/20

Political Participation Among Indigenous People, By NLC Staff, Generation, 10/9/20

Diversity, Equity, and Inclusion Efforts in Washington State, Laura Crandall, MRSC, 8/6/20

Our Police Are Civil Servants and Guardians, Not Warriors, Jamie Pedersen, The Stranger, 6/10/20

House Passes Nation’s First Statewide ‘Office Of Equity’ To Help Reduce Systemic Disparities, Seattle Medium, 1/22/20

CIVIC ENGAGEMENT IDEAS

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

■ **Volunteer:** Give your time to a grassroots movement, non-profit organization, or political campaign. To directly support your community, act local and think global.

■ **Donate:** Support local organizations, mutual aid, and/or political candidates you believe in.

■ **Advocate:** Contact your legislators to support initiatives or inform them of personal/community needs.

■ **Participate:** Attend legislative sessions, public meetings, debates, council/neighborhood meetings, or community forums. Join a commission or advisory board.

■ **Campaign:** Anyone can run for office, even losing candidates get their messages heard!

■ **Learn:** Follow news and blogs about local politics and current events. Explore the structure of government links to familiarize yourself with representatives and processes.

■ **Listen:** Have conversations with your family, friends, and community members to build a network of support. Uplift marginalized voices inside and outside of government.
CIVIC ENGAGEMENT RESOURCES

Contacting Elected Officials
Contacting your legislators - Washington State Legislature
ACLU - Tips on meeting with elected officials

Civic Engagement with Government
WA State Citizen's Guide to Effective Legislative Participation
Guidance and Resources for Public Participation, MRSC
King County Community Engagement Guide
Volunteer opportunities with Local Government, MRSC
Get Involved - Participate in Your Government - Access WA

City of Seattle
Board and Commissions (City residents can serve on a variety of board and commissions)
Department of Neighborhoods - Outreach and Engagement
Office of Police Accountability - Community Engagement
PACE (People’s Academy for Community Engagement), City of Seattle - Leadership development program

Structure and function of Government
Links to your government - League of Women Voters of Washington
Washington Legislative Process - Washington State Legislature
Kids Guide to the US Government - Ohio University

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

Seattle CityClub Calendar of Events (Link)

NOVEMBER

4th, 8 pm
Civic Cocktail - Former WA Attorney General Rob McKenna, Pastor Don Mackenzie, and Imam Jamal

13th, 1pm
Civic Boot Camp - Civic Engagement with Local Government

DECEMBER

8th, 12 pm
Seattle CityClub’s Year in Review