

July 2013



e-news

Subscribe to the new RSJI public e-newsletter! Send an e-mail to Rsji-eneews@talk2.seattle.gov, and please share the link with your friends and colleagues. Follow us on Facebook: <http://www.facebook.com/SeattleRacialEquity>

Seattle City Council passes Job Assistance Legislation to increase public safety and improve access to jobs for people with criminal records

For many people coming out of prison, getting a job can be difficult. Up until now, broad screening practices of people with criminal backgrounds limited options. That will be changing soon. On Jun 10th the Seattle City Council unanimously passed the [Job Assistance Legislation](#), an ordinance that regulates the use of criminal history in employment decisions. The ordinance prohibits employers from using criminal convictions as the basis for denying employment to qualified job applicants or employees unless there is a legitimate business reason to support an employer's actions. It also prohibits employers from requiring applicants to provide criminal history information until after an initial screening of applications or resumes to eliminate unqualified applicants. The ordinance goes into effect on November 1st.

City Council passed this resolution because the incarceration rate of the United States has tripled since 1980 and is nearly eight times its historic average. An estimated one in every three to four adults in the United States has a criminal record on file in state criminal history databases. This is an issue that impacts all of society. Racial disparities in incarceration rates mean that blanket exclusions from employment based on any criminal history have an impact on communities of color. Reducing employment actions against persons with criminal records helps those who are reentering society after incarceration, reduces recidivism, decreases racial disparities in the criminal justice system, reduces the cost of criminal justice, and saves tax dollars.

SOCR will be implementing the new law. The law does not apply to jobs where the employee will or may have unsupervised access to children under sixteen years of age, developmentally disabled persons, or vulnerable adults. A [Frequently Asked Questions \(FAQ\)](#) with more information has been posted on our website. Our office is conducting an outreach campaign to business owners and the public to ensure strong awareness of the new law prior to it going into effect on November 1st. If you are an employer and would like technical assistance, or an applicant or employee who has a question about the new law, please contact Brenda Anibarro at (206) 684-4514 or by email at Brenda.Anibarro@Seattle.gov.

Race: Are We So Different? Exhibition at Pacific Science Center Partners with RSJI

Pacific Science Center and the City of Seattle Race and Social Justice Initiative (RSJI) are looking for volunteers to facilitate group workshops around the nationally-touring exhibit "[RACE: Are We So Different?](#)" Running September 28, 2013 – January 5, 2014 at Pacific Science Center, this exhibit raises profound questions about the American concept of race. It makes us

more aware of historical and contemporary instances of institutional racism, and it challenges us to commit to work for racial equity within our institutions and our community.

Volunteer facilitators will lead pre- and post-exhibit sessions for groups, including businesses, non-profits, PTSAs, faith-based organizations, neighborhood associations, youth groups and other groups from the community. In order to become a workshop facilitator, volunteers need to complete a free, one-day training. These trainings will be offered August 17, September 20 and October 12, in Seattle. Additional trainings are being scheduled for locations outside of Seattle.

As a volunteer facilitator, you will be trained to engage people using interactive learning activities, provide more information, answer questions and encourage people to take action for racial equity in their own communities.

Once you complete a RACE exhibit facilitators training, you will be scheduled to co-facilitate pre- and post-exhibit workshops. As a volunteer facilitator, you will be able to facilitate workshops with a group you are already part of, or you can be assigned a group that does not have facilitators.

For more information about workshops, visit the RSJI web site: <http://www.seattle.gov/rsji/>

Non-profits Funded to Address Structural Racism

Human services agencies across the City were invited to submit proposals for funding to build capacity to address structural racism and work toward racial equity. Eight different partner groups (each group represents 2 to 100+ agencies) submitted proposals; the proposal review committee selected five proposals for funding in the 2013 cycle.

We would like to express our gratitude to all the Seattle human services agencies for collaborating with us to design and implement a process to fund partnerships of human services agencies. The collaborations are exciting – they will build capacity to address structural racism and work toward racial equity in the greater Seattle community.

The proposals funded were submitted by the following partnerships: Partners for Black Parent Empowerment (Black Star Line, Black Prisoners Caucus, The UjimaNia Project, Omoja Peace Center); Rainer Beach High School (RBHS) Community Connections (Rainier Beach High School, Rainier Beach PTSA, Southeast Seattle Education Coalition – SESEC); King County Disproportionality Coalition (King County Children’s Administration, King County Superior Court, Latino Community Fund, Catalyst for Kids, Black Child Development and others); The Consortium (Non-Profit Anti-Racism Coalition – NPARC, The Center for Ethical Leadership – CEL); The Partnership for Racial Equity (School’s Out Washington – SOWA, Reel Grrls, SOAR, Seattle Public Schools STAR).

This funding will be available again in 2014. For more information, please contact Benita Horn at (206) 233-5199 or via email at Benita.Horn@seattle.gov.

Immigrant and Refugee Women Leaders Receive Civil Rights Advocate Certificate

On June 1, twenty Immigrant and Refugee Women Leaders and two men who support immigrant women received civil rights training at the Yesler Community Center.

The women self-selected from over 23 focus groups and community activities we conducted from April to May in eight different language communities. At the end of the four hour training, women received a civil rights advocate certificate and committed to refer other women in their communities to our office.



For safety reasons some women chose to cover their faces or not to be in the picture.

Here is what a participant had to say:

“ I loved the training and felt empowered by learning how to identify discrimination and where to go for help for myself/family members/friends.”

“I did not know a lot of this information. Now I know what to look for and where to call for help.”

At the end of the project, 289 Immigrant and Refugee women had participated in the focus groups from eight different language communities: Somali, Eritrean, Amharic, Oromo, Vietnamese, Cambodian and Spanish. All participants received information about civil rights, breast feeding, Paid Sick and Safe Time, and provided feedback on how the City can make access to services easier for limited English Speaking immigrant and refugee women.

RSJI 2012 Survey of Seattle City Employees

Every two years the Seattle Office for Civil Rights conducts a survey of Seattle City employees. The RSJI 2012 Employee Survey has three primary goals:

1. Assess employee understanding and skill of institutional and structural racism.
2. Gain understanding of how departments are building racial equity into programs, policies, initiatives and budget decisions.
3. Track progress over time.

[RSJI 2012 Employee Survey: Summary Report](#)

[RSJI 2012 Employee Survey: Full Report](#)

[RSJI 2012 Employee Survey: PowerPoint presentation](#)

KUDOS!

To Jacque Larrainzar for her presentation at the Arts & Social Change Symposium

Hi everyone,

I wanted to give a big, hearty shout out to Jacque for her passionate and visually-gorgeous presentation at the Arts and Social Change Symposium yesterday. She gave a 7-minute lightening round talk on how art and cultural expression have been used to create social change in Mexico City and how this applies to all of us, all over the world.

Thanks for your inspiration and motivation, Jacque!

Diana Falchuk, MSWc
City of Seattle Race and Social Justice Initiative, Seattle Office for Civil Rights

To Diana Falchuck and Jacque Larrainzar for leading RSJI training for the Wing Luke staff and Interpretative Liaisons

The training was attended by 15 participants. Wing Luke's Cassie Chinn, Deputy Executive Director, thank SOCR for all the support we have provided over the years to their work around race, introduced us and open the training.

Diana and I used the art work from the exhibit and a series of interactive exercises to create a common language around the impacts of race and racism , how to engage in conversations about racial equity, and facilitation and resiliency tools. Here are some of the comments from the evaluation:

- *Inspiring!*
- *"Other trainings leave you feeling overwhelmed and frustrated, this training really makes you feel that you have a community to help you work on this.*
- *"Fun and engaging."*
- *"This training will help me engage with visitors with compassion, where ever they are at in the process of understanding racism."*
- *"Great training!" "Powerful connections!"*

When we ask if they will recommend this training to other Museums, we got a 100% "yes" response. Comments:

- *"All museum should have these conversations. It would make their work so much more relevant to our communities."*

I want to give kudos to Diana for all the work she put into this and her wonderful facilitation skills.

Jacque Larrainzar
Outreach & Engagement Manager, Seattle Office for Civil Rights

To Latrice yBarra for co-leading Civil Rights 101 workshop

I want to give some big kudos and love to Latrice! Since Elliott is out she offered to co-lead the Civil Rights 101 workshop for social service providers this morning. She did an incredible job! She is a gifted presenter and spoke with solid knowledge while at the same time being engaging and warm. Everyone loved absolutely her. Thanks Latrice for being all-around amazing!

Brenda Anibarro, Seattle Office for Civil Rights

To Scott Winn for moderating a panel on Power and White Privilege for the Seattle Public Library

Dear Scott,

I apologize for the delay in writing to thank you for moderating our panel on Power and White Privilege. It was on my list for Friday and this morning so no excuses. I am appreciative and extremely grateful that you agreed to serve as our moderator. As I shared with you, I greatly admire your facilitation skills and your considerable knowledge about race and social justice.

I haven't read the audience evaluations yet ... However, I did engage with many of the attendees immediately following both sessions and their observations were similar to mine:

- (1) you managed the time allotted for the forum extremely well - a good balance between panel remarks and audience responses;*
- (2) you were extremely respectful of everyone's contributions; able to validate each person's contribution, whether on or off topic and skillfully weave it into the context of the topic at hand;*
- (3) you were always mindful to define your terms, explain the boundary conditions for the conversation and the why of them; and*
- (4) you created a space where individuals felt safe to be their authentic selves, to be silent and reflect or speak their own truth.*

[...]You've set the stage for the Library staff to fully understand and commit to the RSJI. I will contact Jacque to discuss our overall plan for moving forward to train staff but will want to involve you in that conversation as well.

Again, thank you so much for devoting your day to the Our Way Forum. I look forward to when we next speak.

Clotia Lynette Robinson, Human Resources Consultant

To Ashley Chan, Cailin Daly, Julie Nelson and Mike Chin for their involvement in the Pride Weekend Festivities

I just want to send out an extra big THANK YOU and shout out to Ashley, Cailin, Julie and Michael for all of their assistance with the Capitol Hill Street Fair on Saturday and the Parade and PrideFest at the Seattle Center on Sunday. You all were amazing. Ashley met me on early Saturday morning to set up the booth and stayed all day and Cailin picked up the baton later in the afternoon and took down everything and then passed all the stuff off to Julie that evening for set up at the Seattle Center for PrideFest on Sunday and Michael broke down everything on Sunday and brought everything back to the office on Sunday. I could not have done it without all of you and I really want you to know how much I appreciate and thank you all so much for all that you did.



Marta R. Idowu, M.A.
Policy Analyst, Seattle Office for Civil Rights

To Marta Idowu for leading and organizing all the Pride Festivities. Thank you!

Upcoming Events

Community Presentation – "Race: the Power of an Illusion" Workshop

In partnership with the Community Police Commission, Filipino Community Center, the Seattle Race and Social Justice Initiative and the Seattle Office for Civil Rights, the Seattle Police Department invites you to a community training addressing how police officers continue the discussion the City of Seattle's Race and Social Justice initiatives. The community training/presentation will be based on the documentary "Race: The Power of an Illusion." Join us on Saturday, July 13th, from 9 a.m. – 4 p.m. at the Filipino Community Center located at 5740 Martin Luther King Way S., in Seattle.

RSVP by Wednesday, July 10, 2013

Contact: Maggie Olsen at Margaret.olsen@seattle.gov or (206) 684-8672.



SEATTLE POLICE DEPARTMENT

invites you to a community training addressing how police officers continue the discussion on the City of Seattle's Race and Social Justice Initiative. The community training uses the documentary, "Race: The Power of an Illusion."

In partnership with the Community Police Commission, the Filipino Community of Seattle, the Seattle Race and Social Justice Initiative, Office for Civil Rights, and the Seattle Police Department



Here are some comments from community members who have attended the training:

"I appreciated the interaction from the police officers. I think it's a good start to talk about the issues."

"Direct and powerful approach to the topic and relevant to everyone, regardless of prior training in race or criminal justice matters."

"I appreciated being able to hear from police officers. There needs to be more conversations between communities of color and police officers assigned to work in them."

Saturday, July 13, 2013 @ 9 a.m. – 4 p.m.

Filipino Community Center – 5740 Martin Luther King Way S., Seattle

RSVP by Monday, July 8, 2013

Contact Maggie Olsen at margaret.olsen@seattle.gov or call 206-684-8672



ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.