

What's next in *The Shape of Trust* project

The first arts- and mindfulness-integrated Community of Practice cohort for supervisors, managers and people who advise on HR matters is set to launch in late 2019. Stay tuned for information by email.

A free stream of the video with accompanying arts- and mindfulness-integrated activity guide will be available in late 2020.

For any questions about the various project components, contact Diana Falchuk at Diana.falchuk@seattle.gov.

Thank You!

We would like to thank the following partners and individuals for their leadership in the development of *The Shape of Trust*:

Employee groups that have been organizing for workforce equity, including: The Coalition of Affinity Groups Against Racial Harassment, the Seattle Silence Breakers, the Workforce Equity Planning and Advisory Committee (WEPAC), the Anti-Harassment Anti-Discrimination Interdepartmental Team, The RSJI Strategy Team, RSJI Affiliates, change teams, RSJI CORE Teams, Citywide and departmental affinity groups and others.

Partner departments: The Seattle Office of Arts & Culture, Office for Civil Rights and Department of Human Resources.

Contributing partner departments: Seattle Public Utilities, Seattle City Light, Seattle Center, Department of Neighborhoods, Office of Immigrant and Refugee Affairs, Seattle Public Library and Seattle Department of Construction and Inspections.

Organizational partners: ACT Theatre, Benaroya Hall, Langston Hughes Performing Arts Institute, Ijo Arts Media Group, Blank Space, Race Forward, and API Chaya.

City of Seattle Race & Social Justice Initiative

For more information on the City of Seattle Race and Social Justice Initiative, including our new 2019 – 2021 Strategy, go to:
<http://www.seattle.gov/rsji/>



City of Seattle

The Shape of Trust

Stories of racism, resilience, racial equity and belonging in the workplace

We acknowledge that we are on Indigenous land,
the traditional territories of the Coast Salish people.

Flow of the Show

There is no intermission.

10:10 Welcome

10:15 Performance

10:45 Collective transition

10:50 Talkback with members of the
project team and City leaders

11:40 Closing



Director & Cast

- 1 Monique Aldred**
Actor (She/Her)
- 2 Tricia Castañeda-Gonzales**
Actor (She/Her)
- 3 Christi Cruz**
Actor (She/Her)
- 4 Anasofia Gallegos**
Actor (She/Her)
- 5 Aishé Keita**
Actor (She/Her)
- 6 Sara Porkalob**
Director (She/Her)
- 7 Ayo Tushinde**
Actor (She/Her/They/Them)
- 8 Nina Williams-Teramachi**
Actor (They/Them)

The Shape of Trust Project

In 2017, staff from the Office for Civil Rights, Department of Human Resources and Office of Arts & Culture began exploring ways that arts experiences could shift workplace culture away from the white dominant behaviors and expectations that promote racism and other forms of oppression toward ones that foster connection and belonging. How can visual arts, theater, music, movement and mindfulness help cultivate these changes? How can we understand the power dynamics of race, gender and other identities and use that knowing to create racial equity in our workplace relationships and environment? It was at this time that Office of Arts & Culture staff were working with artist Sara Porkalob to produce *Real Talk*, an original performance based on stories from workers of color in the Seattle arts community and inspired by a similar project by Arts Workers for Equity (AWE) in Portland. These various seeds have grown into the performances, video and learning experiences that comprise *The Shape of Trust* project.

The Shape of Trust is a multi-part, multi-year project that emerged from over a decade of organizing for racial equity within the City of Seattle workforce. Much of that organizing has been led by employees who are most impacted by racism, sexism and other intersecting forms of oppression. Their stories reveal patterns of pain and resilience, struggle and strategy, disconnection, collaboration, leadership and change. They show how what's real and what's possible depend on our institutional culture — the ways of being, norms and practices that uphold our decision-making and policy processes. We either consciously work together to create a culture of racial equity and belonging or we reinforce — consciously or unconsciously — the institutional culture that maintains the system of white supremacy in which we all live.

The Shape of Trust project examines the space of relationships, the places in-between us that flex, morph and adapt as we build racial justice. The title draws inspiration from Emergent Strategy author and activist Adrienne Maree Brown and other racial justice leaders who remind us that “change happens at the speed of trust.”

The Shape of Trust project invites us to tend to the contours of our authenticity, the rhythms of our relationships. It invites us to listen and reflect, to recognize power in all of its forms:

What types of power are playing out? What types of power are needed for healing and transformation? What is my role, what is our opportunity?

A Note from Playwright & Director Sara Porkalob

Our nation is experiencing a social paradigm shift that some people call ‘identity politics’ and others call ‘justice.’ Semantics aside, where we are today as a nation is the result of our history and our choices: if we choose to, we can look backwards in time, pinpoint why something happened the way it did, then identify what happened after as a result of the thing that came before. If we wanted to, we could also create systems to either perpetuate the thing that came before or destroy it and make something new.

I spend time every day thinking about my choices, my history, my privilege born into this world as an able-bodied, cis woman of color, and how everything I do/say/think has an effect on everyone around me because I know I don't exist in a vacuum. Neither do you. Change truly begins with the individual and it doesn't happen in one day or one play. **Thank you for being here.**

About Sara Porkalob

Sara Porkalob is an award winning artist, activist, and creator of the DRAGON CYCLE. She's based in Seattle but will very soon be working all over the nation. She's featured in *Seattle Magazine's* Most Influential People of 2018 and *City Arts' 2017 Futures List*, and served as Intiman Theatre's 2017 Co-Curator. She is a co-founder of DeConstruct, an online journal of intersectional performance critique. This summer Nordo's Culinarium will produce her new play, *7th and Jackson*, a historical fiction with music and immersive dining inspired by Seattle's International District. She is so thrilled be collaborating with the City of Seattle and their new Creative Strategies Initiative. www.saraporkalob.com

The
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