



## DPD's 2011 Race & Social Justice Initiative Workplan

**Over** the past five years only a small group of DPD employees were involved in drafting the RSJI Workplan – the Change Team and later the subcommittees. Together they worked to propose what the department would do to eliminate institutional racism. Once the draft was complete, the Executive Team would review it, make changes (if needed), then approve it. Although the workplan met the requirement for “Department” approval, very few DPD employees actually saw the document.

This year we are trying a new approach. Since many of the workplan items should occur in individual workgroups, the Change Team recently met with the Leadership Team (managers and directors) to brainstorm ways in which we could accomplish the workplan goals.

The first meeting was spirited and led to a long list of possible projects. These groups will meet again in January to finalize the 2011 workplan. After this discussion, we hope to take the plan to the individual workgroups for implementation – or “how” to do it. We know that the employees closest to the action have the best observation and input for change, and we want to make sure anyone has the opportunity to be heard and to make a difference. To see the DPD 2011 Workplan draft submitted to the Seattle Office of Civil Rights (SOCR), please visit:

<http://dpd-sharepoint/RSJI/CT/Documents/2011%20Work%20Plan.docx> *(Please open as read only)*

—Felecia Caldwell

### DPD RSJI Survey Response — 2 out of 3 DPD Employees Responded

**In** October 2008 (the last time the RSJI survey was initiated), only 37 percent of the department responded to the RSJI survey.

In 2010, the survey response nearly doubled. More than 66 percent of the department responded to the 2010 RSJI survey.

The information gathered from the survey – including the individual comments – are made available to the department for use in refining the RSJI Workplan and focusing our efforts. Thank you for lending your voice to this vitally important work!

—Felecia Caldwell

### Cherry Briggs Receives the CANOES Leadership 2010 “Elder of the Year” Award

**CANOES** awarded DPD’s Cherry Briggs the first ever “Elder of the Year” Award.

Cherry received this award due to her commitment in promoting Native American culture, history and people in the City of Seattle through her dedicated participation in CANOES. She was presented this honor at the Seattle Native American Heritage Celebration at City Hall on Nov. 2, 2010, which was co-sponsored by CANOES and Seattle Public Utilities (SPU) Native American Affinity Group.

*CANOES is the City of Seattle’s Native American Employees association, a non-profit organization founded to educate and promote Native American culture and leadership within the City of Seattle government and the greater Seattle community.*

Congratulations Cherry! **(More on p.3...)**

# DPD Talks 2010 Series and Looking Forward to 2011

DPD Talks had a great year with the training and education program. We want to thank everyone OUTLOUD for your participation in 2010! We also want to acknowledge two very important members of our training team – Sherri Anderson and Leslie Kuris – for all the dedication and work involved in bringing this work to us all. They both lost jobs their jobs at DPD and we miss them dearly. Our training committee also wants to acknowledge the challenging year we all had, especially those co-workers who have been laid off.

As we look forward to the RSJI work in 2011 – we will be working to integrate the many contributions and suggestions into DPD’s program as we all learn how to untangle the knots of institutional racism in City government. It is hard work and it takes a lot of dedication and support to continue growing our skills.

In the year ahead, you will see some new strategies for bringing a program to DPD that assists us in incorporating race and social justice theory into our jobs. Ending institutional racism is something we can attain here at the City; we just need to find our way. You will have the opportunity to join in more individualized training that seeks to identify practices related to policy and procedures that sometimes have unintended consequences on different groups of people.

We will challenge ourselves to look at these issues deeper, listen to one another better and join each other in the work to make the goal of ending institutional racism a reality. With the right tools we believe we each have the power to change our system of government and create better access for our community members. Our learning together in 2011 will unite us in this goal, so please join us.

Here are just a few highlights from our last *DPD Talks* series, “**Making Whiteness Visible:**”

“I feel that we are moving forward, now is the time to take the “real work” into our workgroups and apply what we have learned in real-life situations.”

“What is the path to helping staff feel secure when talking about discrimination experiences? Whistle-blower statutes don’t really provide the protection they are supposed to.”

“These trainings should include examples of subtle institutionalized racism. I have a very hard time drawing connections between the obvious, blatant racism that the video/trainings talk about and the subtle racism that we’re supposed to be addressing.”

“I would like to have examples of good (white) behavior to model.”

-Kristine Beaton, Chris Villa,  
Michelle Macias, Bob Klein,  
Robert Scully, Janet Oslund

THE CITY OF SEATTLE DEPARTMENT OF PLANNING AND DEVELOPMENT PROUDLY PRESENTS:

# DPD Talks!

A DISCUSSION ON RACE

ENCORE PRESENTATION:  
**MAKING WHITENESS VISIBLE**

**Come to learn, listen, dialogue with co-workers about white privilege...**

- **Why is it often invisible to those who have it?**
- **How does it impact people of color**
- **How does it affect you?**

This discussion will focus on commonly used words and phrases that often have derogatory meaning's, some more obvious than others.

How do these conversations oppress people of color and reinforce white privilege?

THE DISCUSSION WILL BE OFFERED

Tuesday, Dec. 14  
8:30 a.m. - 11:00 a.m.

SMT 1650

Refreshments will be provided

For more information:  
michelle.macias@seattle.gov or (206) 684-3068



Cherry Briggs at Winterfest 2010

## Q&A with Cherry Briggs: How Does it Feel to Win the CANOES Leadership “Elder of the Year” Award?

### 1. What does it mean for you to receive this type of award?

I was very surprised because I thought the annual award was starting next year – apparently, I was intentionally left out of the loop. This is a great honor and I am very thankful. I love the Seahawks blanket, too!

### 2. Why do you think you were chosen for the award?

In our many tribes and traditions, elders are considered to be wise, highly respected, and keepers of knowledge. I believe in that tradition and openly share my wisdom and gifts with CANOES, an organization, which grew from a social group to a very powerful organization that advocates for change within the city government.

### 3. What type of involvement do you have with CANOES?

I am a board member. In addition to attending our monthly meetings and yearly planning retreat, I participate in whatever activities we have planned (our annual Native American celebration) or events I am invited to (speaker at an HSD celebration, Ethnic Art Gallery artist reception, Affinity picnics).

### 4. Looking back over the year, what would you say is the most significant contribution (or memory) you have made to the Native American heritage?

Sharing my personal history of a traditional upbringing (thanks to my beloved grandma!); coupled with 12 years of forced boarding school with mandatory church attendance. I do have to say that I thoroughly enjoyed my 12 years with my Native brothers and sisters at the three boarding schools I attended from age 6 to 17...I hated graduating!

### 5. Why is it important for anyone to know about the Native American culture?

We Native people are still here despite all efforts of eradication over several centuries. We continue to gather at powwows and other cultural events to strengthen our bonds and to remain resolutely a part of the American “salad bowl” (as opposed to the “melting pot”). It gladdens my heart when others come to our events to learn and even ‘break bread’ with us.



## Want to Know More about DPD RSJI? We are Always in Need of HELP, Too...

### Who to Contact

Qiana Norwood (5-0719)

Michelle Macias (4-3068)

Civil Rights (5-0651)

### DPD RSJI Website:

<http://dpdwinw134/DPDweb/>

[Workgroups/RaceSocialJustice/index.htm](http://dpdwinw134/DPDweb/Workgroups/RaceSocialJustice/index.htm)

### DPD RSJI SharePoint site:

<http://dpd-sharepoint/RSJI/default.aspx>