

January 2013



e-news

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### **Governing for Racial Equity 2012: Building a Regional Movement for Racial Equity**

Nearly 500 participants from across the region and across the country attended the Governing for Racial Equity (GRE) Conference on December 13-14 on the Seattle University campus. Attendees represented government, higher education and philanthropy sectors committed to working on racial equity.

Van Jones and Connie Rice delivered powerful keynote addresses, and John A. Powell led a plenary panel on communication. Participants had their choice of nearly 40 different workshops focused on topic areas such as Structural Racism, Partnerships, Collective Impact; Public Policy that Supports Racial Equity; Communicating about Race; Racial Equity Impact Assessment Tools; Building Capacity; and Inclusive Outreach and Public Engagement.

The true value of the event lay in the strengthening of partnerships across jurisdictions. As a result of this conference we have established a Governing for Racial Equity Network, which will help coordinate the work for racial equity that is happening throughout the Pacific Northwest.

The GRE Conference was hosted by the City of Seattle, in partnership with the International Association of Official Human Rights Agencies, King County, Race & Pedagogy Initiative, Race & Social Justice Initiative, Social Justice Fund, Seattle Housing Authority, Seattle University and the University of Washington – Office of Minority Affairs & Diversity.

*To our Conference partners:* “This event would not have been possible without your incredible hard work, commitment and willingness to share your time, wisdom and experience in the struggle for racial equity. On behalf of the Seattle Race and Social Justice Initiative and those who comprise the conference planning team, thank you for joining us as presenters at the Governing for Racial Equity Conference.” – Brenda Anibarro, GRE Conference Coordinator

Thanks to our conference presenters we have posted materials from many of the workshop sessions to our website. We have also posted links to videos of keynotes and plenary sessions as well as our conference report(attached). To view these materials please visit:

<http://seattle.gov/rsji>.

To join the Network or learn more, call or e-mail Benita Horn ([benita.horn@seattle.gov](mailto:benita.horn@seattle.gov) or 206-233-5199).

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## Restorative Justice at Cleveland High School

By Ashley Livingston, RSJI Intern

Seattle Public Schools have achieved a graduation rate of 73%, an impressive improvement from 62% five years ago. But a closer look at the numbers reveals a graduation rate that is highly racialized: only about half of all Latino, Samoan and Black students are receiving their diplomas. The data reveals something else: students of color are being disciplined more often and more harshly than white students. Youth of color make up approximately 60% of Seattle high school students, yet last year they represented 80% of those suspended.

Seattle's Cleveland High School, with a majority of students of color, has invited the Race and Social Justice Community Roundtable to partner in exploring alternatives to punitive discipline. The group has chosen Restorative Justice as a strategy to work toward racial equity in the school's discipline policies, practices and outcomes. Restorative Justice actively addresses conflict through individual and community accountability, making amends, and restoring relationships. It requires a shift from punitive practices that physically, emotionally and intellectually remove students from the learning environment.

To implement the Restorative Justice plan, partners are designing a professional development series for all Cleveland High School staff. Workshops will strengthen staff's knowledge of racial equity and restorative principles, as well as provide specific training to facilitate restorative conflict conferencing. The first of these sessions will take place by the end of January. Partners also are collecting and analyzing data on Cleveland's graduation and discipline rates that will be used to set goals to eliminate disparities. School staff and community partners will continue to develop the Restorative Justice plan, with the goal of having a concrete vision for the program by the end of this school year.

For more information about Cleveland's Restorative Justice plan, contact Scott Winn ([scott.winn@seattle.gov](mailto:scott.winn@seattle.gov) or 206-684-4541).

*Ashley Livingston is an MSW student at the University of Washington.*

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## Congratulations to Human Rights Award winners Rita Zawaideh, Washington United for Marriage and Jessica Markowitz

Rita Zawaideh, Washington United for Marriage and Jessica Markowitz received the 2012 Human Rights Awards at the 17<sup>th</sup> annual Seattle Human Rights Day Celebration on December 13 at City Hall. This year's theme was: "*Know Your Rights – Raise Your Voice!*" Mayor Mike McGinn introduced the event, and speaker Van Jones delivered a rousing address on the power of young people to create social change. Seattle City Councilmember Nick Licata presented a resolution establishing Seattle as a Human Rights City.

Rita Zawaideh is the founder of the Arab American Community Coalition, and has worked for decades to promote human rights and cross-cultural education and communication. Washington



United for Marriage, a coalition of more than 500 organizations, congregations, unions, and businesses, led the successful ballot referendum for marriage equality. Youth Award winner Jessica Markowitz is a Garfield senior who has organized her fellow students and their families since she was in the ninth grade to raise funds for girls' schools in Rwanda.

The United Nations Association also presented a Human Rights Award to Gerri Haynes, who coordinates missions to Gaza to provide medical care. The Seattle Commission for People with disAbilities presented its Excellence in Inclusion Award to the Seattle Office of Emergency Management. Amnesty International presented a youth award to Margaret Babayan, a sophomore at the University of Washington. This year's event also featured art created by local youth to represent the Articles of the Universal Declaration of Human Rights. The art contest was conducted through Puget Sound Off, a program of the MetroCenter YMCA.

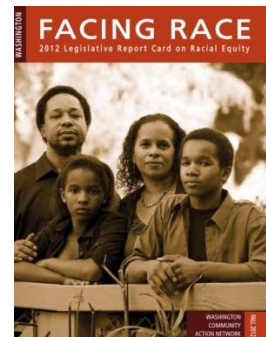
Seattle Human Rights Day commemorates the sixty-fourth anniversary of the United Nations' Universal Declaration of Human Rights, which was adopted December 10, 1948.

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### Facing Race: 2012 Legislative Report Card on Racial Equity

RSJI and the Seattle Office for Civil Rights were co-sponsors of the Racial Justice Report Card release on December 10 at Odessa Brown Children's Clinic. Washington Community Action Network was the lead on the report, which analyzes Washington State legislators' votes from the 2011 and 2012 Legislative sessions on issues that impact racial and economic equity.

[Click here to read the full report.](#)



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### Arts & Social Change Symposium final report now available



On October 12-13, artists, arts administrators, human service professionals and community leaders gathered for the **Arts & Social Change Symposium: An Open Dialogue** at Seattle Center. The event addressed the role that the arts can play in creating awareness, inspiring understanding and developing policies to address social change. The Symposium was a collaboration of the Washington State Arts Commission, The Wallace Foundation, 4Culture, Seattle Office of Arts and Cultural Affairs, Seattle Center and FESTAL, Seattle Office for Civil Rights, and The Association of American Cultures.

[Click here to view the full report.](#)

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### KUDOS!

**To Felicia Yearwood-Murrell for her work coordinating the Seattle Human Rights Day event:**

*"FELICIA, thank you for all your work and vision in organizing a most amazing evening. Van Jones was incredible! ... Also I want to thank you for letting me be a small part of this world*

*class event.” – Magdaleno “Leno” Rose-Avila, Director, Office of Immigrant and Refugee Affairs, and the MC for this year’s Human Rights Day Celebration.*

*“Thank you Felicia for organizing the amazing Human Rights Day Celebration last Thursday evening. That Van Jones is fantastic. And thanks to all who attended.” – Chris Stearns, Of Counsel, Hobbs, Straus, Dean and Walker, LLP*

*“A big thank you to the GRE Conference Team, RSJI Coordinating Team and SOCR staff for their work over the last 6 months as Conference planners, presenters and coordinators: Brenda Anibarro, Kathy Hsieh, Bradley Wilburn, Mazvita Maraïre, Henri McClenney, Shay Allen, Maythia Airhart, Michelle Macias, Paula Harris-White, Maria Rodriguez, Brian Boulay, Monica Beach, Travis Taylor, Latrice Ybarra, Julie Nelson, Glenn Harris, Elliott Bronstein, Darlene Flynn, Scott Winn, Jenee Jahn, Jacque Larrainzar, Benita Horn, Sonia Palma, Mike Chin. “You all did an absolutely amazing and wonderful job of hosting this massive event. You absolutely*



*rocked it. A great big shout out and a whole lot of love to all of you! And Brenda, as always I appreciate your leadership, both in your vision and in pulling together and holding a million and one things! Your passion, vision and work are so appreciated” – Julie Nelson*

*“Thank you all so much for convening a fabulous conference. I’m constantly amazed by your work and feel tremendously fortunate to join you in governing for racial equity. I look forward to continuing this work next year and far beyond.” – Katie Sheehy*

### **To Brenda Anibarro for all her work to make GRE happen!**

*“Brenda is a tremendous person to work with as someone who outside your office has worked with her over the years. She is responsible, responsive, thoughtful, generous, timely, funny and very kind ... I have consistently enjoyed working with Brenda and know you must know what a gift she is to this field. I really am grateful for what she does and how she does it.” – Laura van Dernoot Lipsky, The Trauma Stewardship Institute*

*“Thank you Brenda! You have been wonderful in keeping us all informed and up to date. Our office looks forward to being with all of you and learning from you!” Joseph Wahl, Assistant Director, Office of Equity and Human Rights, City of Portland*

*“I am amazed by the work that you do. Truly...thank you. Your clear, organized leadership made it easy for me as a team member to participate in a meaningful way.” – Monica Beach, Office for Civil Rights*

*“Brenda, thank you for all the work you did! And thanks for letting me be part of a great team!” – Paula Harris-White, J.D., Administrator, King County Civil Rights Commission, Employee-Based EEO/AA Advisory Committee*



*“Brenda Anibarro: You have added new dimensions to the art of multi-tasking and getting things done! I will gladly follow you the next opportunity. Thank you for your leadership, vision, and willingness to carry the torch of GRE.”* – Benita Horn, Office for Civil Rights

*“DITTO what Benita said – Brenda – you are AMAZING!”* – Kathy Hsieh, Office of Arts & Cultural Affairs.

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## Upcoming Events

### Technology Matching Fund: City grants to help your community with technology

The City of Seattle is offering workshops and now accepting applications from community and neighborhood groups for the 2013 Technology Matching Fund. Applications are due March 4. Attend a workshop and learn more about the program and how to apply for a grant. First-time applicants are encouraged to attend. These grants provide up to \$20,000 for projects that increase technology literacy and access or projects which use information technology to build community and diverse participation online. Applicant organizations must be non-profits or ad-hoc, be in Seattle and applying for projects focused on reaching Seattle communities.

- Joint workshop for both the Technology Matching Fund and the Neighborhood Matching Fund. **Thursday, January 17, 6 – 7:30 p.m.**  
Youngstown Cultural Arts Center at 4408 Delridge Way S  
<http://www.seattle.gov/tech/calendar/default.htm#/?i=1>
- Technology Matching Fund only  
**Wednesday, February 6, 10am – 12pm**  
2100 Building at 2100 24th Ave S  
<http://www.seattle.gov/tech/calendar/default.htm#/?i=1>

More information is also available at [seattle.gov/tech/tmf/](http://seattle.gov/tech/tmf/).

See a list of the 2012 projects at [seattle.gov/tech/tmf/Projects2012.htm](http://seattle.gov/tech/tmf/Projects2012.htm).

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

The next community presentation of the City of Seattle's "Race: the Power of an Illusion" workshop has been scheduled for the evenings of Tuesday, January 29 and Thursday, January 31, 6-9 p.m. each night. Please note: This 6-hour workshop will be presented in two 3-hour segments across the two evenings. Participants must attend BOTH sessions to complete the workshop.

This free workshop is based on the acclaimed PBS series. It is an opportunity for community members to experience the same training that City employees receive as part of the Race and Social Justice Initiative. To register for the January 29/31 event, e-mail [maria.rodriguez@seattle.gov](mailto:maria.rodriguez@seattle.gov) or call 206-684-0548.

## **Train-the-Trainer Facilitation Workshop for "Race: the Power of an Illusion"**

Would you like to become a facilitator for "Race: the Power of an Illusion" training in your own organization or in the community? Join us for a "train-the-trainer" session on Saturday, February 23 from 9 AM to 5 PM. To register, e-mail [maria.rodriquez@seattle.gov](mailto:maria.rodriquez@seattle.gov) or call 206-684-0548. *Pre-requisite:* you must have completed the "Race: the Power of an Illusion" workshop to participate.

## **Cracking the Codes: The System of Racial Inequity – Events with Shakti Butler, PhD, World Trust Educational Services**

- Wednesday, March 13, 6:30 pm: **Premiere Film Screening and Community Conversation.** Tickets: <http://www.brownpapertickets.com/event/315157>
- Thursday, March 14, 8:30 am – 4:30 pm: **Understanding the System of Racial Inequity Forum and Workshop.** Register at: <http://www.brownpapertickets.com/event/315174>