

Urban Forestry Commission/ Urban Forest Interdepartmental Team Annual Meeting

Applied Race and Social Justice

October 14, 2020; 1:00 PM – 3:45 PM

Agenda

- Welcome
- Self-Introductions
- Ground Rules
- Exploring Seattle
- Continuum on Becoming Anti-Racist
- Embedding Equity: Example and Practice
- Closing



Self-Introductions

- Name
- Race
- Gender pronouns
- Organization
- During this timer of Covid what food brings you to a “happy place”?



WHY DO WE CENTER RACE?

When we look across every type of human indicator of well-being in this country whether that be life expectancy, income, job status, wealth, health, educational level, neighborhoods, involvement (or lack thereof) with the criminal justice system, etc.,

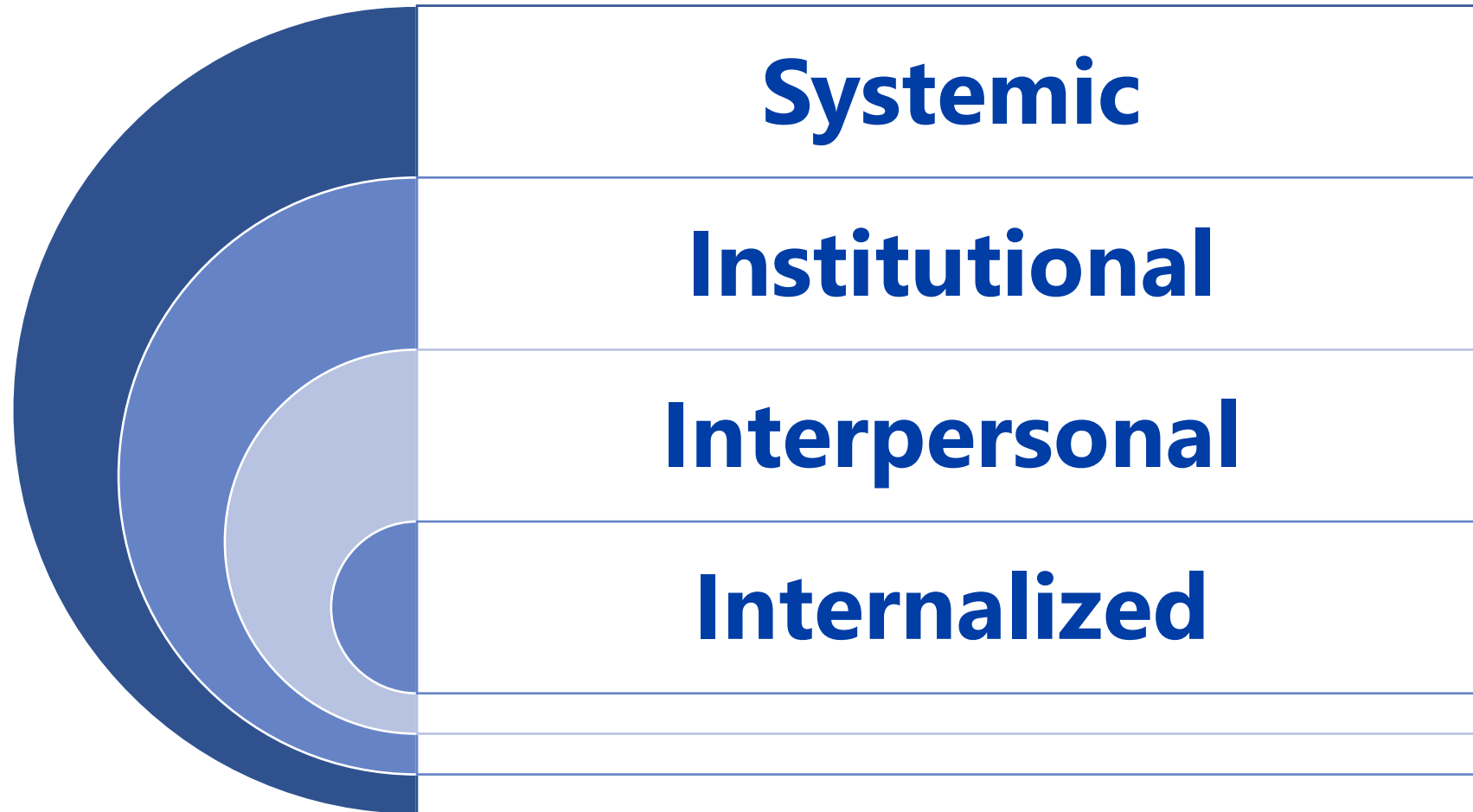
**RACE IS THE SINGLE, STRONGEST
PREDICTOR OF OUTCOMES.**

Power

- Access to resources
- The ability to make and enforce decisions
- The ability to set standards for what is considered appropriate behavior

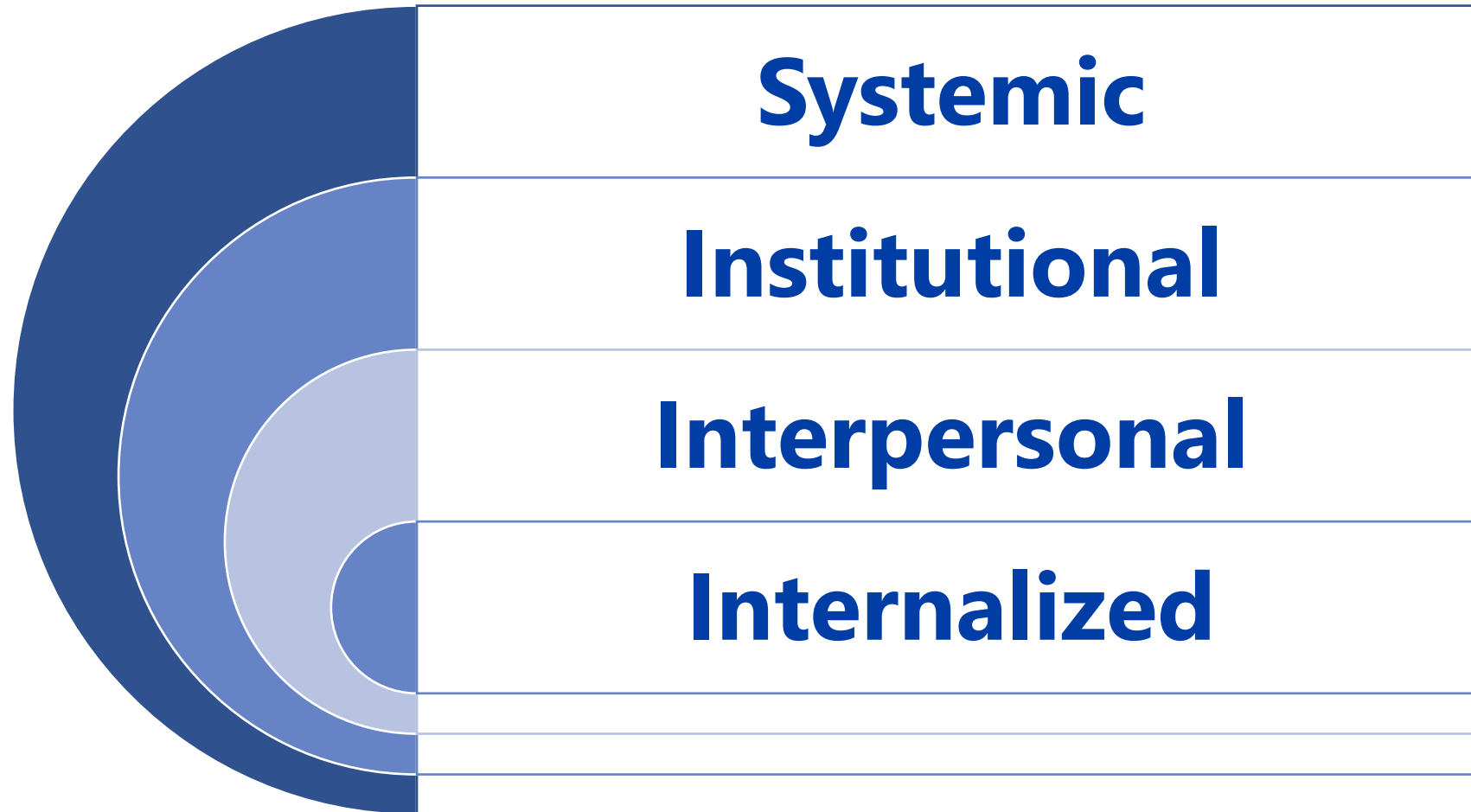
**The ability
to define
reality for
yourself
and for
others**

Power operates on several levels.





Racism is a system of power.



COMMERCIAL MAP OF GREATER SEATTLE

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KROLL MAP COMPANY, INC.
Seattle



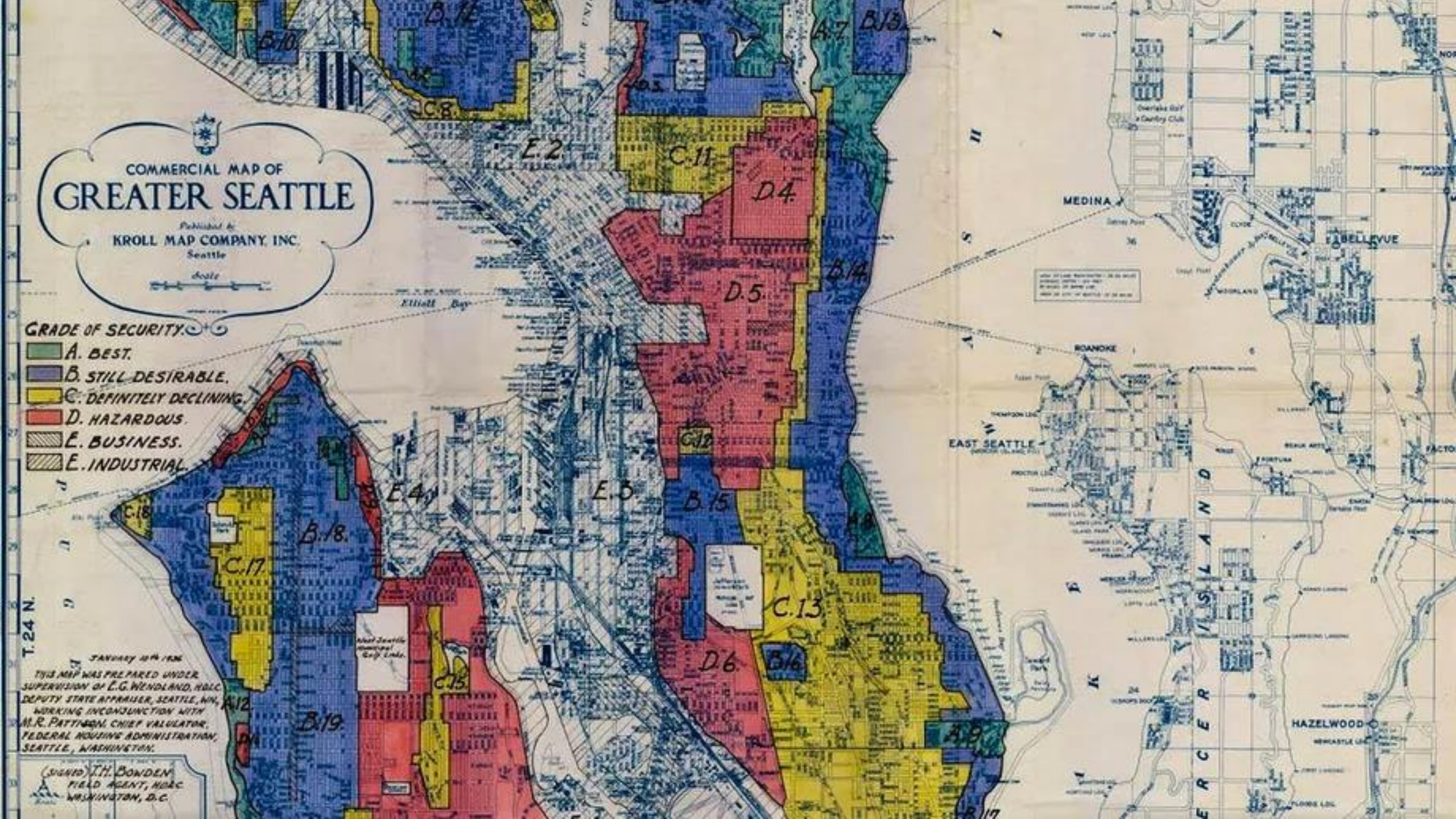
GRADE OF SECURITY

- A. BEST.
- B. STILL DESIRABLE.
- C. DEFINITELY DECLINING.
- D. HAZARDOUS.
- E. BUSINESS.
- E. INDUSTRIAL.

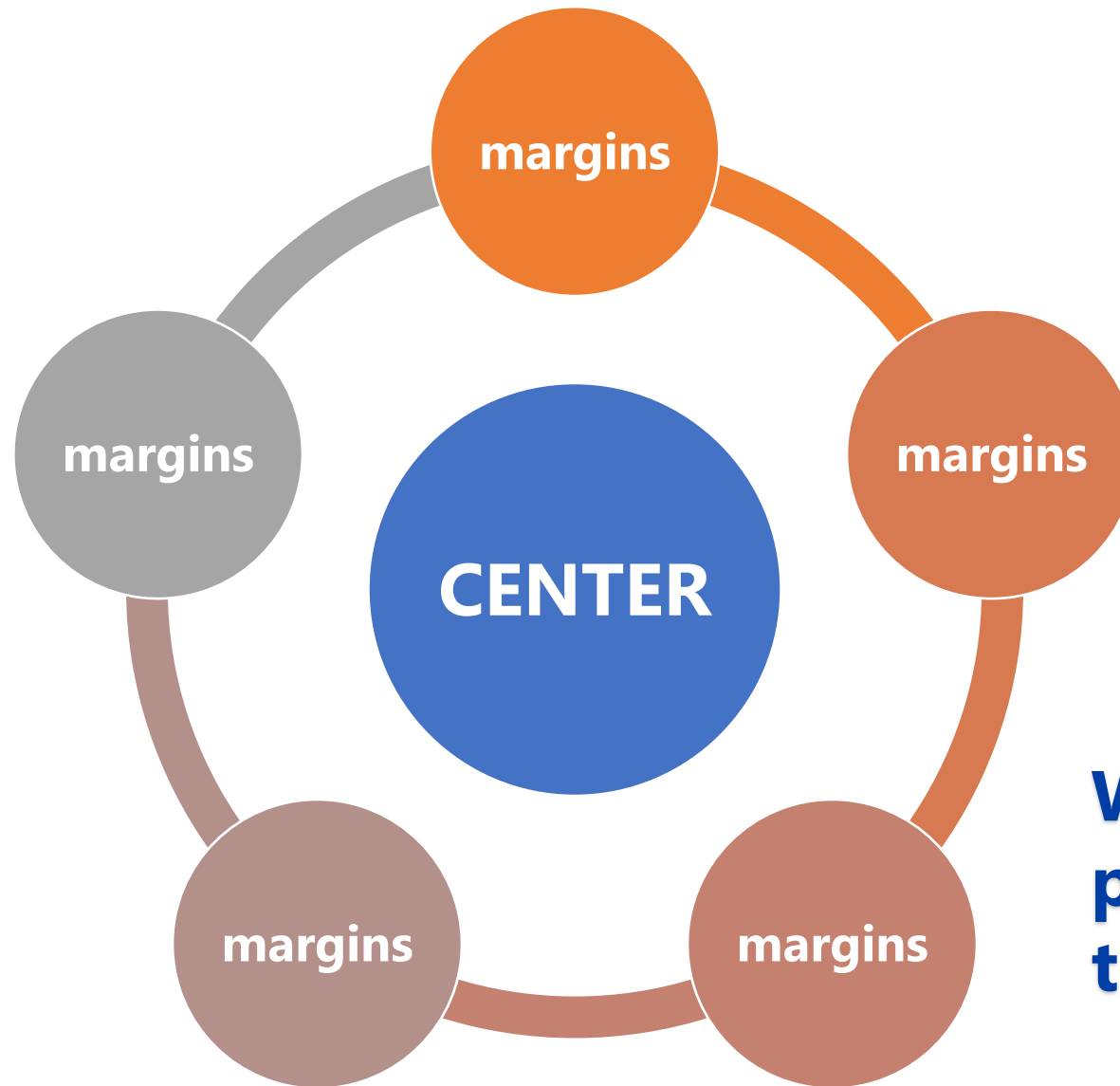
T. 24 N.

JANUARY 1918
THIS MAP WAS PREPARED UNDER
SUPERVISION OF E. G. WENDLAND, HOAC
DEPUTY STATE APPRAISER, SEATTLE, WY.
WORKING IN CONJUNCTION WITH
M. R. PATTERSON, CHIEF VALUATOR,
FEDERAL HOUSING ADMINISTRATION,
SEATTLE, WASHINGTON.

(SIGNED) J. H. BOWDEN
FIELD AGENT, HOAC
WASHINGTON, D. C.



**Who lives
at the
center?**



**Who is
pushed to
the margins?**

When Whiteness & Wealth Move



Breakout: Personal Stories of Seattle

You will have 15 minutes and come back to share out

In small groups, share on any of the following, share air time

- What are your favorite green spaces in Seattle?
- What do you love about them?
- Do you feel safe? Who might not feel safe?
- Are they well-maintained?
- Do they feel a part of the community?



Continuum on Anti-Racism

Where are we?

Oppression Action Continuum

1. Actively Participating	2. Denying or Ignoring	3. Recognizing, But No Action	4. Recognizing & Interrupting	5. Education Self	6. Question & Discussing	7. Supporting & Encouraging	8. Initiating & Preventing
<ul style="list-style-type: none"> Committing actions that directly support the oppression of targeted people. These actions include: <ul style="list-style-type: none"> Laughing at or telling jokes that put people down. Making fun or engaging in verbal or physical harassment of these individuals. 	<ul style="list-style-type: none"> Inaction that supports the oppression of targeted people coupled with an unwillingness or inability to understand the effects of oppressive actions. Responses are not actively or directly oppressive, but offers passive acceptance to support the system 	<ul style="list-style-type: none"> Characterized by recognition of oppressive actions, and the harmful effects of these actions. However, this recognition doesn't result in action, resulting from fear of lack of knowledge of what actions to take Example: Listening to a gay joke, recognizing the homophobia, not laughing, but not saying anything to confront is 	<ul style="list-style-type: none"> Includes not only recognizing oppressive actions, but also taking action to stop them. Though the response goes no further than stopping the action, it is an important stage since the person is no longer passive accepting oppressive actions and actively choosing anti-oppression actions. 	<ul style="list-style-type: none"> Includes taking action to learn more about people who are oppressed and how they are oppressed. Actions may include reading books, attending workshops, talking to others and generally increasing knowledge. This step is a prerequisite for the last 3 stages 	<ul style="list-style-type: none"> Attempt to begin educating others about oppression. This stage goes beyond interrupting to engaging others in discussion. This response attempts to help others increase awareness of and knowledge about oppression. 	<ul style="list-style-type: none"> Includes actions that support and encourage anti-oppressive actions of others. Overcoming the fear that keeps people from interrupting this form of oppression even when they are offended by it is difficult. Supporting others willing to take this risk is an important part 	<ul style="list-style-type: none"> Includes actions that actively anticipate and identify oppressive institutional practices of individual actions and work to change them. Examples may be: <ul style="list-style-type: none"> Teachers that include a gay "family life" perspective in their curriculum or RA's inviting a speaker to discuss homophobia on campus



Continuum on Becoming an Anti-Racist Multicultural Institution

Monocultural

Multicultural

Anti-Racist

Anti-Racist Multicultural

Racial and Cultural Differences Seen as Deficits

Tolerant of Racial and Cultural Differences

Racial and Cultural Differences Seen as Assets

1. Exclusive

2. Passive

3. Symbolic Change

4. Identity Change

5. Structural Change

6. Fully Inclusive

A Segregated Institution

A "Club" Institution

A Multicultural Institution

An Anti-Racist Institution

A Transforming Institution

A Transformed Institution in a Transformed Society

- Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans
- Intentionally and publicly enforces the racist status quo throughout institution
- Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels
- Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc.

- Tolerant of a limited number of People of Color with "proper" perspective and credentials
- May still secretly limit or exclude People of Color in contradiction to public policies
- Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life
- Often declares, "We don't have a problem."

- Makes official policy pronouncements regarding multicultural diversity
- Sees itself as "non-racist" institution with open doors to People of Color
- Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff
- Expanding view of diversity includes other socially oppressed groups

But...

- "Not those who make waves"
- Little or no contextual change in culture, policies, and decision making
- Is still relatively unaware of continuing patterns of privilege, paternalism and control

- Growing understanding of racism as barrier to effective diversity
- Develops analysis of systemic racism
- Sponsors programs of anti-racism training
- New consciousness of institutionalized white power and privilege
- Develops intentional identity as an "anti-racist" institution
- Begins to develop accountability to racially oppressed communities
- Increasing commitment to dismantle racism and eliminate inherent white advantage

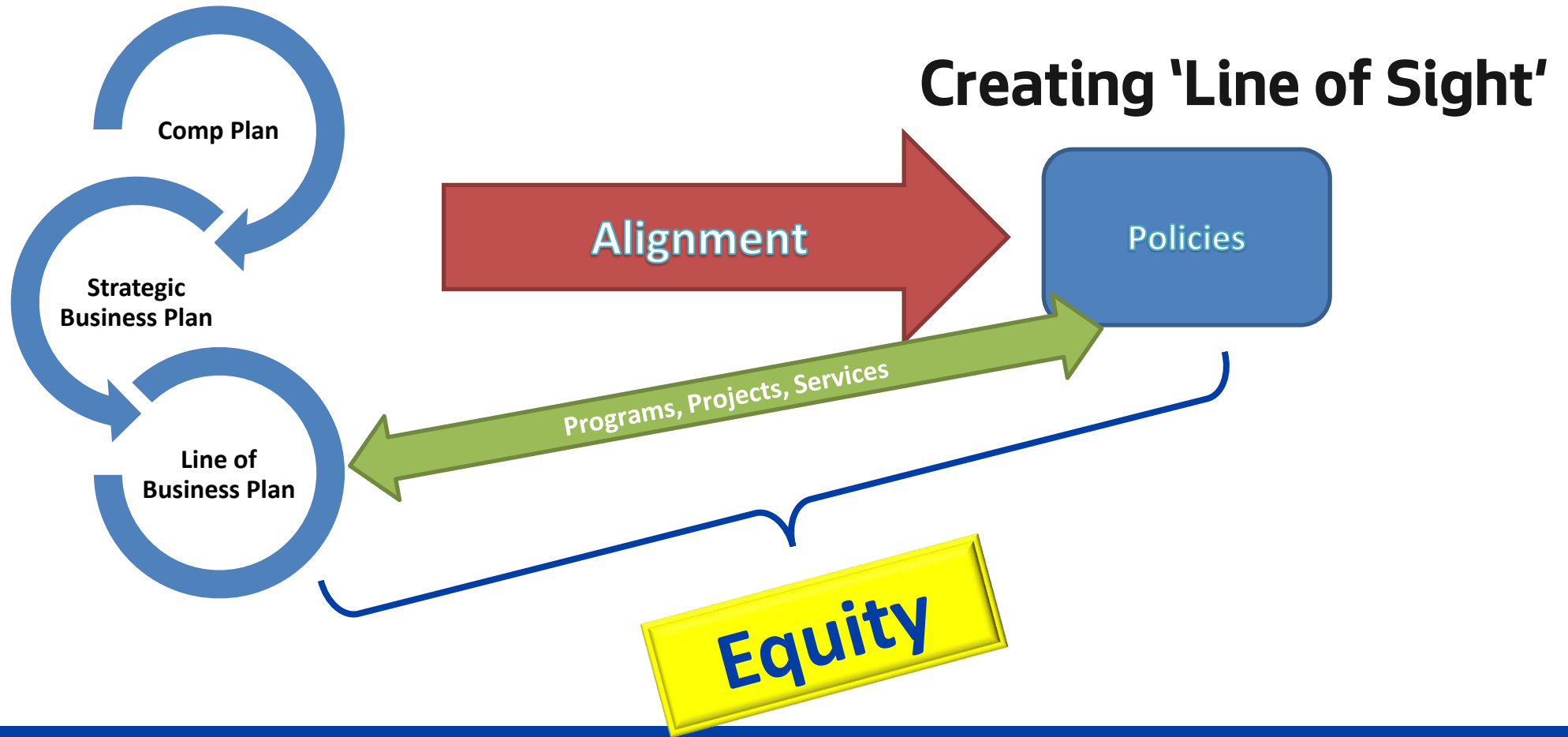
But...

- Institutional structures and culture that maintain white power and privilege still intact and relatively untouched

- Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity
- Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles
- Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work
- Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities
- Anti-racist multicultural diversity becomes an institutionalized asset
- Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments

- Future vision of an institution and wider community that has overcome systemic racism
- Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices
- Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest
- A sense of restored community and mutual caring
- Allies with others in combating all forms of social oppression

Embedding Equity: Example and Practice



Seattle 2035 Comprehensive Plan: Utility Facility Siting and Design (**former language**)

GOAL:

Site and design facilities so that they help to efficiently provide services to all Seattleites.

POLICIES:

- 3.2** Discourage siting and design alternatives that may increase negative impacts, such as traffic, noise, and pollution.
- 3.3** Apply consistent standards for the provision of community and customer amenities when they are needed to offset the impact of construction projects, ongoing operations, and facility maintenance practices.
- 3.7** Consider and address the impacts of climate change on when prioritizing projects.

Added Equity Language...



Seattle 2035 Comprehensive Plan: Utility Facility Siting and Design **with Equity Language**

GOAL:

Site and design facilities so that they help to efficiently **and equitably** provide services to all Seattleites **and provide value to the communities where they are located.**

POLICIES:

- 3.2** Discourage siting and design alternatives that may increase negative impacts, such as traffic, noise, and pollution, **particularly in communities that already bear a disproportionate amount of these impacts.**
- 3.3** Apply consistent **and equitable** standards for the provision of community and customer amenities when they are needed to offset the impact of construction projects, ongoing operations, and facility maintenance practices.
- 3.7** Consider and address the **disproportionate** impacts of climate change on **communities of color and lower-income communities** when prioritizing projects.

Your Turn!

- Small Group Breakout – 30 minutes
- Urban Forest Work Plan Sections
- To do:
 - Review your section of the work plan
 - Identify where and how you can weave equity into it
 - One person to share their screen and be note-taker
 - One person to share out
 - All contribute ideas



Closing

What is your vision for Urban Forestry work?
How can we support that?

Thank you

