



Workshop Descriptions

Workshops are numbered to assist with registration

Track A	Structural Racism, Partnerships, Collective Impact
Track B	Public Policy That Supports Racial Equity
Track C	Communicating About Race
Track D	Racial Equity Impact Assessment Tools
Track E	Building Capacity
Track F	Inclusive Outreach and Public Engagement

Session 1 Thursday morning 10:25AM-12:10PM	Session 2 Thursday afternoon 2PM-4:30PM	Session 3 Friday morning 10:25AM-12:10PM
Track A: Structural Racism, Partnerships, Collective Impact		
1. Toward a Sum Greater than its Parts: Creating a Collective Impact for Racial Equity <i>Glenn Harris and Scott Winn, Seattle Race and Social Justice Initiative</i> <p>The creation of racial equity requires broad cross-sector coordination in order to create large-scale structural change, yet we remain focused on isolated efforts of individual organizations and institutions. This workshop will explore structural racism and strategies necessary for coordinated efforts between governmental institutions and community-based organizations.</p> <p>Level: All</p>	15. Working in Coalition to Increase Impact and Advance Racial Equity <i>Melia LeCour, Puget Sound Educational Service District; Dustin Washington, Undoing Institutional Racism; Bernardo Ruiz, Seattle Public Schools. Moderated by Rachel DeCruz, Washington Community Action Network</i> <p>How can you collaborate across institutions to promote racial equity? Three members of the Race and Social Justice Community Roundtable will share challenges, successes and what they've learned working together for collective impact.</p> <p>Level: All</p>	29. Addressing Racial Inequity within the Criminal Justice System <i>Chief Diaz, Seattle Police Department; Theresa Sparks, San Francisco Human Rights Commission; others TBA. Moderated by Dustin Washington, Undoing Institutional Racism</i> <p>Racial inequities in the criminal justice system continue to create inequitable outcomes for African American, Latino and other communities of color. Key parts of the criminal justice system, such as police departments, corrections, and juvenile justice, are working in a variety of ways to address this reality. Join us for a conversation with local and regional leaders who are taking steps to address racial inequity and the opportunities and challenges of working for racial equity.</p>
2. A Focus on Healthy Equity: Strategies and Tools from Seattle/King County to Promote Community Health <i>Presenters TBA</i> <p>Despite King County's relatively good average health measures, the region has some of the greatest inequities among urban counties. The federally-funded Communities Putting to Work program addressed the inequities in obesity and tobacco use in King County. Public Health - Seattle & King County along with over 55 organizations tackled local health inequities using a multi-step process, with community engagement playing a key role. Learn tools and best practices to integrate equity into daily public health practice, including planning, policy development, granting and staffing, as well as community engagement and mobilization.</p>	16. Equitable Development: Government and Philanthropy Partnerships <i>Presenters TBA</i> <p>Description forthcoming.</p>	30. Philanthropy and Government Partnerships <i>Lori Villarosa, Philanthropic Initiative for Racial Equity; Maggie Potapchuk, MP Associates; Michael Brown, Seattle Foundation; Zeke Spier, Social Justice Fund</i> <p>How can philanthropic foundations and government team up to advance racial equity? What are the opportunities for collaboration? What are the challenges? Join us for a discussion with national and local leaders in philanthropy who are exploring innovative ways to work in partnership with government as we build a movement for racial equity.</p>

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Level: All		
<p>3. Connecting Schools and Community: Creating Racial Equity in Educational Outcomes <i>Moderated by Superintendent John Welch, Puget Sound Educational Service District</i> <i>Presenters TBA</i></p> <p>How do we strengthen the relationship between communities and schools? This workshop will explore strategies to support the ability of school districts and the community to partner, as well as other efforts to transform policies and practices in schools to eliminate racial inequity.</p>	<p>17. Academic and Government Partnerships in Action: Seattle University Youth Initiative <i>John Forsyth Seattle Housing Authority; Kent Koth, Seattle University. Moderated by Maria Ursua</i></p> <p>What does a strong academic and government partnership for racial equity look like in practice? The Seattle University Youth Initiative unites Seattle University and the wider community to improve the academic achievement of low-income youth living in the Bailey Gatzert neighborhood while strengthening the education of Seattle University students and expanding professional development opportunities for faculty and staff. Learn about this exciting model of campus-community engagement.</p> <p>Level: All</p> <p>18. Building the Governing for Racial Equity (GRE) Regional Network <i>Hosted by Glenn Harris, Seattle Race and Social Justice Initiative</i></p> <p>As government, we need to work together to create greater public will around issues of racial equity. To achieve that goal, we need to build greater collective impact across our lines of work. This session will lay the foundation for building the GRE Regional Network. Join us if your government organization would like to be involved in administration and planning for the network.</p>	<p>31. Academic and Government Partnerships: When the Ivory Tower Meets City Hall <i>Presenters TBA</i></p> <p>How do we take ourselves out of the ivory tower and away from our protected bureaucratic cubicles to join cutting edge theory on racial equity with pragmatic policy? How do we take the best of academic thinking and apply it to our every day work in city government? Joins leading experts to talk about the opportunities and challenges of building effective partnerships between higher education and government.</p>
Track B: Public Policy That Supports Racial Equity		
4. Public Policy That Supports Racial Equity <i>Presenters TBA</i>	19. Two Case Studies: Seattle’s Paid Sick and Safe Time and “Job Assistance” Legislation	32. Beyond Enforcement – Striving for Equity <i>Michael Chin, Seattle Office for Civil Rights; Yvonne</i>

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<p>Description forthcoming.</p>	<p><i>Bruce Harrell, City Councilmember, City of Seattle; Nick Licata, City Councilmember, City of Seattle; Janet Chung, Legal Voice; Merf Ehman, Columbia Legal Services. Moderated by Ben Noble, Director, Seattle City Council Central Staff</i></p> <p>Do you want to learn how pro equity policy that require legislative action move from the drawing board to the real world? Seattle has recently enacted a Paid Sick and Safe Time policy and is exploring legislation to eliminate barriers to employment for people with conviction records. Both are examples of how public policy can support racial equity. Join us to learn more about how these policies moved from community needs to legislative actions.</p>	<p><i>Marte', U.S. Department of Housing and Urban Development; Marya Gingrey, City of Tacoma Human Rights</i></p> <p>What are the opportunities to address racial equity in when enforcing anti-discrimination laws? The panel will explore challenges in enforcement work, opportunities to do things differently, and building capacity to implement change. Participants will have an opportunity to engage in learning conversations with one another and have the space to build greater collective will in this area.</p> <p>Level: Designed for people with little experience or new to racial equity work.</p>
<p>5. Using a Human Rights Framework to Advance Racial Equity <i>Chris Stearns, Seattle Human Rights Commission; Robin Toma, Los Angeles County Human Relations Commission; Ken Neubeck, City of Eugene Human Rights Commission. Moderated by JoAnn Kamuf Ward, Human Rights in the U.S.</i></p> <p>If you are addressing basic equity issues such as criminal justice, discrimination, access to essential services, and eliminating homelessness, you are doing human rights work! Come learn how using a human rights framework can help you to be more effective in doing and communicating about the important work that you do. The human rights framework, embodied in international agreements that the United States has signed on to, such as the Convention on the Elimination of All Forms of Racial Discrimination (CERD), provides standards and strategies to identify and act on a wide range of basic equity issues. This workshop will highlight how state and local agencies and officials are already using a human rights framework and the benefits of taking a human rights approach. Participants will also explore how this approach is relevant to efforts to promote racial equity in their jurisdictions.</p> <p>Level: All</p>	<p>Level: All</p>	<p>33. Human Rights, Civil Rights and Racial Equity: a Networking Session with the Western Region of the International Association of Official Human Rights Agencies - Hosted by Julie Nelson</p> <p>The International Association of Official Human Rights Agencies (IAOHRA) is an organization of governmental civil and human rights agencies from across the country. Goals of IAOHRA are to enhance human rights practices under law and to promote civil and human rights across the country and around the world. IAOHRA has provided leadership in the development and enforcement of needed statutes and ordinances to safeguard the human and civil rights of all people. This informal networking session will be an opportunity to share opportunities and challenges from your own jurisdiction and to learn from other jurisdictions and about IAOHRA's work.</p> <p>Level: Open to all current or prospective members of the International Association of Official Human Rights Agencies</p> <p>.</p> <p>34. Tribal Sovereignty: Government to Government Relations <i>Deborah Parker (Tulalip); Leonard Forsman (Suquamish); Roger Fernandes(Elwha); Chris Stearns (Navajo), Seattle Human Rights Commission; Nicole Willis (Umatilla) City of Seattle. Moderated by Pamela Masterman-Stearns (Tlingit) CANOES - City of Seattle Native American Employees Association</i></p>

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		<p>Our regional governments sit quite literally on the land of Indigenous peoples whose tribal governments have exercised sovereignty for thousands of years. Governing for racial equity requires that state and local governments intentionally build relations with tribal governments and Native communities. We invite you to join us and learn the history of Native sovereignty and culture and the importance and strategies of engaging with Native communities, both those on and off reservations.</p> <p>Level: All</p>
Track C: Communicating About Race		
<p>6. Building Story <i>Elliott Bronstein, Seattle Office for Civil Rights</i></p> <p>Description forthcoming.</p>	<p>20. Building Equity into Alternative Dispute Resolution <i>Henri McClenni and Vivien Sharples, City of Seattle Personnel Department</i></p> <p>Learn how the City of Seattle Alternative Dispute Resolution (ADR) Program is using RSJ principles to improve its services and increase equity. Come prepared for experiential and interactive exercises to raise awareness of equity issues in ADR and explore strategies the ADR Program is using to incorporate the RSJI into its work with City employees. Come prepared to consider how your governmental entity or program can do the same.</p> <p>Level: All</p>	<p>35. Talking About Race in the 21st Century <i>Julie Rowe, Opportunity Agenda</i></p> <p>How can we respond to assertions of a “post-racial” America that is “over” race without falling into the same old traps? This interactive workshop will give participants concrete tools and strategies for starting conversations and building messages around racial equity messages. Participants will leave with a solid understanding of messaging strategy, as well as ideas about how to frame their racial equity messages.</p> <p>Level: Introductory for both racial equity and communications experience levels.</p>
<p>7. Problem and Model Minorities: The Challenge of Cross Race Solidarity <i>Soya Jung, Scot Nakagawa, ChangeLab</i></p> <p>The workshop will be designed for those with a basic understanding of racial equity concepts and language. It will present findings from a research project that ChangeLab conducted last year on the construction of Asian American identity and its implications for the racial justice movement.</p> <p>Level: Designed for those with a basic understanding of racial equity concepts and language.</p>	<p>21. Exploring Ethnic Identity <i>Magdaleno Rose-Avila and Sahar Fathi, Seattle Office of Immigrant and Refugee Affairs</i></p> <p>This workshop is for any level of participant, designed to explore the intersections of ethnic and racial identity in today’s social climate. The facilitators will be focusing in particular on the degree(s) of acceptance rooted in the social structure and the influence of immigration patterns on society’s relationships. Beyond this, the facilitators will explore the social constructs of national identity as well as the political atmosphere</p>	

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	<p>around past discrimination and how that impacts policy today.</p> <p>Level: All</p>	
Track D: Racial Equity Impact Assessment Tools		
<p>8. An Introduction to Racial Equity Assessment Tools <i>Terry Keleher, Applied Research Center; Darlene Flynn, Seattle Race and Social Justice Initiative; Gloria Albetta, King County</i></p> <p>How do you analyze and assess your policies, programs and budget decisions for institutional racism? Learn about racial equity impact assessment tools developed by Seattle, King County and jurisdictions across the United States, what these jurisdictions have accomplished with them and how a racial equity impact assessment tool can benefit your agency and its work.</p> <p>Level: All</p>	<p>22. Eliminating racial inequity -- Are we making a difference? How can we measure impact? <i>Nina Narelle and Jen Lleras, Western States Center; Lori Villarosa, Philanthropic Initiative for Racial Equity; Julie Nelson, Seattle Office for Civil Rights</i></p> <p>If data are needed to make a case for injustice and to show progress, then how can we measure progress in achieving racial equity? Choosing the accurate and realistic indicators and markers of success are critical parts of data collection. So, how do community leaders, advocates, and decision makers know when real progress toward racial justice is being made? There is an increasing demand in communities and institutions across the country for evaluation tools that help to establish appropriate success indicators and assess progress towards achieving racial equity. What racial justice assessment issues have been most important to government and to community organizing groups on the ground? This session will engage evaluators and other community leaders in robust discussions and exchanges about a variety of racial equity assessment strategies and social justice success markers.</p> <p>Level: This workshop is designed for people with experience working for racial equity who are working to measure impacts, short-term, long-term, transactional and transformational.</p>	<p>36. Making Racial Equity Tools Effective <i>Terry Keleher, Applied Research Center; Glenn Harris, Seattle Race and Social Justice Initiative; Carrie Cihak, King County</i></p> <p>Once you are using a racial equity tool, how do you make it effective? Learn how to navigate the politics behind toolkits. Joins us for a system-wide conversation covering working with leadership, setting outcomes, tracking progress and staying accountable.</p> <p>Level: All</p>

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<p>9. Leading With Race: How to Create Accountability and Advance Racial Equity <i>Will Pitz and Rachel deCruz, Washington Community Action Network</i></p> <p>In order to advance racial equity in our state, it's necessary to have an explicit focus on race and reducing disparities. This workshop will discuss Washington CAN's annual <i>Facing Race</i> report, which analyzes legislation that has an impact on racial equity and advances a dialogue about race in Washington. We'll touch on how the tool is used to increase accountability of legislators and advance a racial equity agenda.</p> <p>Level: Some experience with racial equity work.</p>	<p>23. Tailored Racial Equity Tools: Community Development, Information Technology and Health <i>David Keyes City of Seattle Department of Information Technology; Ngozi Oleru, King County Public Health; Nora Liu, City of Seattle Department of Planning and Development. Moderated by Chenelle Love, Seattle Office for Civil Rights</i></p> <p>How do you take a racial equity tool and tailor it to your specific line of business? Hear about some models being used in the fields of information technology, health and neighborhood planning. Learn about their accomplishments and lessons learned tailoring a racial equity tool.</p> <p>Level: All</p>	
<p>10. Quantifying community-scale progress on equity – how comprehensive and rigorous is the STAR Community Rating System? <i>Richard Gelb, King County Dept of Natural Resources and Parks</i></p> <p>The STAR Community Rating System is the nation's first voluntary framework for evaluating, quantifying and improving livability and sustainability of US communities. Several Puget Sound communities (Seattle, Tacoma, King County) have signed on to pilot test this system, which credits participating jurisdictions for ensuring equitable access to foundational community assets and demonstrating progress on environmental justice, civil and human rights, and civic engagement, and social and cultural diversity.</p> <p>The STAR framework may support regional progress by defining standard measures for equity outcomes including inclusiveness in decision-making, access to foundational community assets (good stuff), and distribution of burdens and risk factors (bad stuff). This session will cover:</p> <ul style="list-style-type: none"> • Framework overview and measurement types 	<p>24. Putting RSJI into Action: Applying the City of Seattle's racial equity toolkit to effectively address racial equity <i>Shanna Crutchfield, Seattle City Light; Ester Handy, Legislative Aide to Seattle City Councilmember Mike O'Brien</i></p> <p>Join us to learn the "who, what, where, when, why and how" of applying the City of Seattle's racial equity toolkit. The workshop will cover who to engage, when to apply the toolkit, how to evaluate benefits and burdens, and where to target resources and investments. Presenters will share examples of the toolkit application in both policy development and service delivery across various issues from our electric utility to land use.</p> <p>Level: All</p>	

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<ul style="list-style-type: none"> Equity dimensions: process, distributional, intergenerational Measurement and submittal requirements for outcomes and actions Technical challenges with equity measurement Regional applicability <p>Level: All</p>		
Track E: Building Capacity		
<p>11. The Politics of Race: Using Power for Institutional Change</p> <p><i>Dannette Smith, Seattle Human Services Department; Julie Nelson, Seattle Office for Civil Rights; Dante James and Judith Mowry, Portland Office of Equity and Human Rights</i></p> <p>Successfully using power and navigating politics is absolutely essential if we are to eliminate racial inequities. But how do we even define power? What about politics? This workshop will provide definitions and strategies for using power and politics to address issues of racial equity. Be ready for candid discussion about the challenges and opportunities.</p>	<p>25. Transforming Organizations - Internalizing Racial Equity <i>Maggie Potapchuk, MP Associates</i></p> <p>Many organizations are founded on the values of fairness and equity, yet it is hard to change a system while trying to succeed in it at the same time. In this highly participatory session, we will assess our current institutional policies, practices, and cultural norms using a new tool, <i>Transforming Organizational Culture Assessment Tool</i>. We will discuss the ways, consciously and unconsciously, that we perpetuate racism and white culture in and through our organizations. We'll uncover catalyzing strategies and actions to resist and interrupt these dynamics and make progress that reflects racial justice values.</p> <p>Level: Intermediate/advanced experience with racial equity work.</p>	<p>37. The Role of Elected Officials in Racial Equity <i>Mickey Fearn, National Parks Service</i> Panel TBA</p> <p>Elected officials are at a variety of points on the racial equity continuum, from those who are ready to engage with the issues to those who have never dealt with them. How do you work with elected officials individually and collectively to enroll and invest them in racial equity work? This workshop will feature a panel discussion plus engagement of workshop participants in this important dialogue.</p>
<p>12. Building Bridges: Standing together for LGBTQ and Racial Equity <i>Pamela Masterman-Stearns, Sonia Palma, Chris Peguero, Preston Hampton, Tracey Rowland - City of Seattle. Moderated by Jacque Larrainzar, Seattle Office for Civil Rights</i></p> <p>In 2012 the City of Seattle SEqual the LGBTQ employee group, started a conversation with the City's race and ethnicity based affinity groups. These conversations culminated in a collaborative effort to host a series of conversations about gender and</p>	<p>26. Training and Infrastructure to Create Change <i>Darlene Flynn, Seattle Race and Social Justice Initiative; Paula Harris-White, King County Office of Civil Rights; Joseph Wahl, Portland Office of Equity and Human Rights</i></p> <p>There are numerous factors that exemplify successful change initiatives; this workshop will examine approaches for increasing organizational capacity to create, promote and apply pro-equity skills and tools in order to imbed change that addresses racial inequity.</p>	<p>38. Race: the Power of an Illusion. An Introduction to Seattle's Training <i>Jacque Larrainzar and Elliott Bronstein, Seattle Office for Civil Rights</i></p> <p>This video and facilitated discussion is the "basic RSJI training" for all City employees. The training uses the three-part PBS video series about race, power and privilege to examine historical and present-day causes of racial disparities. This "train the trainer" workshop will give you an overview the training model the City of Seattle is using and how to apply it in your organization.</p>

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<p>sexual orientation, and race and equity: Building Bridges. This is a hands-on workshop focused on the lessons learned by its organizers and how this process can be replicated in other Cities to advance a racial and gender equity agenda that includes both and LGBTQ and Racial equity lens.</p> <p>Level: Participants in this workshop need a working understanding of the interconnection of oppressions and the concepts of collective impact and liberation.</p>	<p>Level: All</p>	<p>Level: All</p>
<p>13. Contracting Equity <i>Nancy Locke, City of Seattle Finance and Administrative Services</i></p> <p>Public agencies spend significant money for construction projects, consultant services and products. The distribution of such dollars into minority communities is an important part of racial responsibility. This workshop will describe strategies and approaches that City of Seattle employs to assure successful inclusion of minority firms and workers. The workshop offers a presentation, with a follow-up panel for Q&A.</p>	<p>27. Achieving Workforce Equity <i>Darwyn Anderson, City of Seattle Personnel Department, additional presenters TBA. Moderated by Felecia Caldwell, City of Seattle Department of Planning and Development</i></p> <p>How can employers achieve workforce equity that reflects the actual racial representation of their communities? Historically employers have used federally required EEO reports to assess workforce equity. Unfortunately, because these reports group together a wide range of different job titles, they often fail to identify areas where actions are warranted. Learn strategies employers are taking to achieve true racial representation and racial equity in the workforce.</p>	<p>39. Transforming Trauma – How to do this work and not lose our minds <i>- Laura van Dernoot Lipsky</i></p> <p>Laura’s concept of stewardship is based around the idea that a deeper understanding of trauma exposure and the tools for navigating systems will enable people to do their work better. Offering a compelling mix of personal insight and cutting-edge research. Filled with stories, quotes (by wise men and women from Bob Marley to Wangari Maathai), and countless <i>New Yorker</i> cartoons, Laura’s workshops has been widely praised as both engaging and effective.</p> <p>Level: All</p> <p>40. White Women, Sexism, and White Superiority - <i>Tilman Smith, Child Care Resources</i></p> <p>While white women struggle with experiences of gender oppression, we also benefit from white privilege. This workshop will focus on the intersection between white women’s internalized sexism and internalized white superiority. In what ways do these two phenomena work together to create misunderstandings, missed collaborations, racist behaviors, and acts of supremacy? The facilitator will guide a dialogue for white women to gain insights into learned patterns of behavior and strategies to better collaborate in work for social justice.</p> <p>Level: Intermediate to advanced understanding of racial equity principles.</p>

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		41. Electeds Forum- (open to elected officials) Description forthcoming.
Track F: Inclusive Outreach and Public Engagement		
14. Inclusive Outreach & Public Engagement: Are you Making the Grade? <i>Michael Davis, Seattle Public Utilities and Heidi K. Schillinger, Equity Matters</i> Are you looking to further integrate racial equity into your public engagement efforts? Would you like some additional tools to talk about inclusive outreach and public engagement with your colleagues? Come participate in an experiential activity that helps us evaluate our engagement efforts through a racial equity lens. Level: Designed for people with intermediate skills and understanding of racial equity. Participants with little or advanced experience or skills could also benefit.	28. Tools for Inclusive Outreach and Public Engagement - Public Outreach Education Liaisons/ Building partnerships <i>Kerry Wade, Thomas Whitemore and Garry Owens, Seattle Department of Neighborhoods</i> This workshop will cover establishing and leveraging existing relationships and other foundational practices and values that pave the road to inclusive outreach and engagement.	42. Data + Measurement: Using data for inclusion and measuring participation of community <i>Bernie Matsuno, Seattle Department of Neighborhoods; Kathy Hsieh, Seattle Office of Arts & Cultural Affairs and Dawn Schellenberg, Seattle Department of Transportation. Moderated by Darryl Smith, Deputy Mayor, City of Seattle</i> Are you trying to use racially equitable outreach strategies but unsure of their success? Do you wonder if you truly are making a difference with your public engagement efforts? This workshop will bring together a panel from arts, transit and neighborhoods to facilitate a shared discussion about lessons learned on how to measure community participation, where data fits in and how to be sure you are on the road to racially inclusive outreach and engagement. Level: All