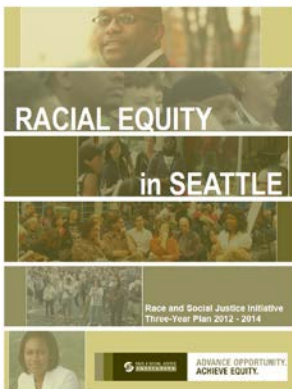




Subscribe to the new RSJI public e-newsletter! Send an e-mail to [Rsji-eneews@talk2.seattle.gov](mailto:Rsji-eneews@talk2.seattle.gov), and please share the link with your friends and colleagues.

## New Three-Year Plan for the Race and Social Justice Initiative



### Community partnerships central to 2012-2014 Plan

The City of Seattle has just released a [new 2012-14 RSJI Three-Year Plan](#) that expands the Race and Social Justice Initiative to focus on ending racial inequity in the community. The new plan is the result of an extensive assessment last year involving City employees and community members. The City also has just released a [2009-2011 RSJI Accomplishments Report](#), detailing the many ways that RSJI is making a real difference in the lives of Seattle residents, businesses and City government.

Over the next three years the City of Seattle will join with community members and other institutions to develop shared goals and strategies in the work for racial equity in key areas including jobs, education, community development, criminal justice, health and the environment. The 2012-2014 RSJI Plan describes the City of Seattle's commitment to:

- Use community-level racial inequity data to drive our strategies and track our progress over time.
- Measure progress with the same dedication as we measure problems.
- Strengthen partnerships across institutions and the community.

The new plan asks all City departments to:

- Continue to apply racial equity tools to departmental programs and projects.
- Build racial equity into policies and citywide initiatives.
- Partner with other institutions and the community to achieve racial equity.

For more information about the plan, contact [Elliott.Bronstein@seattle.gov](mailto:Elliott.Bronstein@seattle.gov) or call 206-684-4507.

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## March 10 community event focused on education

More than a hundred people attended an RSJI community event on March 10, co-sponsored by the Race and Social Justice Community Roundtable. Break-out groups discussed priorities for achieving racial equity in education, including hiring and retraining educators of color and changing discipline policies and practices.



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### **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 Saturday, June 2. This free six-hour workshop is based on the three-part 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 June 2<sup>nd</sup> event, e-mail [Margaret.Olsen@seattle.gov](mailto:Margaret.Olsen@seattle.gov) or call 206-684-8672.

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### **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, June 23 from 9 AM to 5 PM at El Centro de la Raza, 2524 16<sup>th</sup> Avenue S., Room 310. To register, e-mail [Maria.Rodriguez@seattle.gov](mailto:Maria.Rodriguez@seattle.gov) or call 206-684-0548.

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## Racial Equity and the Law

Workshops teach attorneys to see justice in a new light

How does the legal system impact racial equity? The Seattle Attorney's Office adapted the City's "Race: Power of an Illusion" training as a Continuing Legal Education training for lawyers across Washington State. Darby DuComb, Chief of Staff to City Attorney Pete Holmes, has led three events with Darlene Flynn from the Office for Civil Rights, including sessions this year on January 17 and March 9. The trainings were open to all of the Washington State Bar Association members.

"It is critical that lawyers understand their ethical duty to combat racism," said DuComb. "When the legal profession as a whole becomes actively involved in the solutions, we will see great progress toward an anti-racist society."



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## A City Intern writes about the Race and Social Justice Initiative

*Shaneeda McKinney, an intern with the City of Seattle's Personnel Department, attended a kick-off event on February 22 to introduce RSJI's new three-year plan to City employees. Afterwards she wrote an essay about her experience:*

By going to the Race and Social Justice Initiative meeting, my thought that nobody really cares about anybody but themselves became wrong. I figured out that some people actually do care about the way other people get treated. When I first heard of RSJI, I was thinking to myself what is that? And I didn't think that the meeting would have an impact on me. Only because at first I didn't really understand a thing that anybody was talking about. But, as time went by and my table conversation started up, I understood a little better. I also became more interested to learn more about what RSJI is.

At the meeting I remember hearing someone say they're working with Seattle Public Schools to end out-of-

school suspensions. This has an impact on me because I think that would be a great idea. I've always thought there shouldn't be out of school suspensions. Because depending on the cause, they aren't always necessary; it takes a student out of school where they need to be in class learning. I feel that it's kind of like they're setting students up for failure when they suspend them. Instead, in-school suspensions should be considered more. Outside of the meeting, I always hear teachers and other students mention how schools in North Seattle get a better education than schools in South Seattle. If that's true than it really has an impact on me because no matter what neighborhood a school is in we should all get the same level of education.

Something else I've learned from the meeting that impacted me was that the community is trying to better the South East Seattle communities, which is a great idea because a lot of things go on in these neighborhoods, and because this is an area where I and a majority of my family and friends have grown up. I already see changes in these neighborhoods. It's nice seeing the different people in the city come together to try to better the neighborhoods around Seattle, as well as work environments. I noticed that jobs now include interpretation services. This makes everyone feel welcome. The goal to make hiring, promotions, etc. become more fair is also a great idea. Race shouldn't matter when it comes to those things, but I'm sure that sometimes that affects someone.

Seeing the different people who are coming together to end race-based disparities around the city all together has an impact on me. I always like to see people who make an effort to make a change. And I like to see people from all races come together and help one another. In the future I would like to go to another meeting to learn more about the RSJI program and progress that it has made.

By Shaneeda McKinney  
Intern, Seattle Personnel Department

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## **American Society for Public Administration honors Seattle's RSJI work for racial equity**

The [City of Seattle's Race and Social Justice Initiative](#) has received the American Society for Public Administration's (ASPA) 2012 Equal Opportunity Affirmative Action Exemplary Practice Award. The award was presented at ASPA's 2012 National Conference on Tuesday, March 6 in Las Vegas.

"I am deeply proud of the work of the Race and Social Justice Initiative," said J. Paul Blake, who accepted the award on behalf of the City of Seattle. Blake, director of Community Relations Development for Seattle Public Utilities, serves on ASPA's National Council. "It's an honor to be recognized by our peers in the public sector, and I hope this work inspires others across the country," added Blake.

ASPA is dedicated to advancing the principles of accountability and performance, professionalism, ethics and social equity. The award is presented to individuals and organizations that have made outstanding contributions to a more equal society.

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RSJI is on Facebook. Stay up to date on latest events and what we're up to in the community. If you belong to Facebook visit us at <https://www.facebook.com/#!/SeattleRacialEquity> and click the **Like** tab to stay connected.

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## **Announcements**

### **9<sup>th</sup> Annual Seattle Race Conference!**

Building Community to End Environmental Racism

Saturday, May 12<sup>th</sup> 8:30 AM – 5 PM

Seattle University, Pigott Auditorium, 11<sup>th</sup> and E. Madison

<http://seattleraceconference.org/>

### **Women in the Trades Career Fair**

Friday, May 11, 9 AM – 2 PM

Fisher Pavilion at Seattle Center

[www.wawomenintrades.com](http://www.wawomenintrades.com)