

**ANNOUNCEMENT – Please Circulate! NOMINATIONS OPEN**!

Core Team 4 Training Program for the Race and Social Justice Initiative (RSJI)

**The Seattle Office for Civil Rights is seeking up to 20 City employees to participate in an in-depth training program as a member of Core Team 4**.

**Submit nomination forms by Monday, May 16th, 2011** to Darlene Flynn at the Seattle Office for Civil Rights, Mailstop CB-07-50 or by e-mail to Darlene.flynn@seattle.gov.

The nomination form is available
[on the RSJI Inweb site](http://inweb/rsji.)**.**

Interested? Have questions?
Attend an informational **Open House on Tuesday, May 3rd**, noon-1:30 p.m. at the Seattle Office of Civil Rights’ Smith Conference Room, Central Building, 810 Third Ave, Suite 750.

For more information call Scott Winn at 206-684-4541.

RSJI is a strategic effort to end institutionalized racism in Seattle City government and realize the vision of racial equity in our city. Seattle’s RSJI is the first initiative of its kind in the nation to work for racial equity by addressing the underlying system that creates race-based disparities in our community.

Core Team 4 members will receive specially designed training to address the challenges of ending institutional racism in City government. The training will prepare Core Team members to work with Change Teams, department managers and line staff as facilitators, problem-solvers and strategic planners. Team members also will learn to work on interdepartmental teams to address Citywide concerns that cut across multiple departments.

This opportunity is open to all permanent City employees
who meet the qualifications listed below. Nominations will be
accepted from individuals themselves, their colleagues, supervisors, managers and/or department heads. Bargaining units are also encouraged to nominate employees.

The Seattle Office for Civil Rights RSJI Coordinating Team will select program participants, in consultation with respective department directors.

**Core Team applicants must have a basic understanding of:**

* The City’s Race and Social Justice Initiative,
* Institutionalized racism and its impacts, and
* Historical and present day causes of racial disparities.

**and the ability and skill to:**

* Identify examples of institutionalized racism, and
* Stay engaged while examining and discussing the impacts of race.

**Core Team applicants should have an**

* Understanding of the institutional change process necessary to achieve racial equity.

**and will ideally have some ability and skill to**

* Self reflect and challenge their preconceptions,
* Articulate the value and benefit to the City of eliminating institutional racism,
* Leverage internal expertise (e.g. Change Teams, Core Team, SOCR) to advance the goals of the Initiative,
* Apply RSJI principles and tools (e.g. Budget and Policy filter) to decision making, strategic planning and policy development,
* Communicate about race and social justice; willing / able to speak in front of groups, and
* Facilitate difficult conversations and/or racial justice work (Change Teams, Race the Power of An Illusion, Racial Justice Policy and Budget Filter, CityTalks, Undoing Institutional Racism, National Coalition Building Institute, It’s Time to Talk or other racial justice capacity building efforts).

**Team objectives**

Team members will work together strategically to support the Race and Social Justice Initiative. In practicums throughout 2012, they will carry out activities to deliver educational and capacity building services, technical assistance, facilitation and internal consulting services both in their departments and across the City.

**Cost**

The Race and Social Justice Initiative will cover training costs.

**Participant expectations:**

* Attend Core Team training activities between June and the end of the year **(including a one-day welcoming orientation** **on Thursday, June 9th and a four day anti-racism training, September 12-15th).**
* After completion of training, dedicate 120 hours per year for three years (average 10 hours per month) to Core Team activities, including Core Team meetings, training and RSJI priorities.
* Commit to achieve all RSJI competencies.

**Nomination process**

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