



The People's Institute of the NW Presentation

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Departments that have no city government budgetary or policy oversight: Fire, Parks and Rec, Library, Schools

What is our motivation for this relationship? A document? A moment in time?

- The vision must be more than a strategic plan

39-year-old organization started by Ron Chism and Jim

- Every quality of life indicator dictated by race
- Concerned about our nation's inability to have a common definition of racism which led to disparate conversations
- 4 organizers in our region
- Workshop allows people to leave with a common language
 - Not focused on skills and tools - "decolonized" way in how they approach the work
 - Guided by anti-racist principals
 - Understanding the history of the people who were first on Bainbridge
 - Why is this island 92% white? What was the evolution that led to this?
 - 1850s - removal of Native Americans, Asians, and communities of color.
 - Inability to purchase property.
 - Have the task force get clearer about its task.
 - Accountability - how are we held accountable to the people who are most impacted?
 - Building relationships and networks - a net that people will not fall through
 - Seeking to undo racism - has to be at the heart of how we approach organizing. Requires a depth of humanity - culture is critical. Not just skills and tools. Culture is what humanizes us where racism dehumanizes us.
 - Racism is something we have all internalized (white = superiority / POCs = inferiority)
- Understanding our roles as gatekeepers - if we're about serving all people how do we develop relationships with everyone?
- Understanding militarism - how do school practices and other institutions maintain a status quo or other practices of power? Micro-aggressions are aggression when practices are still in place years down the line. Really structural and historically systemic practices that are aggressive and macro.
- Analysis of race by class
 - Class is the glue that holds racism in place - unit of analysis is poverty



- When you add race to any oppressions the impact grows exponentially.
- Look at the relationship of white organizational culture and the implications for all people and the ability for folks to speak opening about racism.

How do we move equity forward if we're not equipped to understand the depth of the work ahead of us?

- In this forming stage we need to understand history, context, and skill sets.
- Things will fall apart if we don't check our own biases and racial constructs

People's Institute laid the groundwork for King, Pierce, and Snohomish counties race equity work. - Has also worked with Puget Sound Transit, YMCA, Tukwila, SCIU

- 2.5-day workshop: \$16,500
 - 40 people attendance
 - Include advocates from the community - develop an organizing base of people.
- Foundational and fundamental education to get community support.
 - Need to start to empower the community and build relationships - this is core.
- They went through the process and adapted it to their specific work
- In all this work - missing anchoring in community
- We are on Suquamish land. How do we build a relationship with the tribe and the 8% of POCs on the island?
- We would promote networking within Kitsap to connect groups
- We don't just parachute in and leave. We would have a network of organizers that could be a resource.
 - After a workshop or two we would put together a technical assistance plan. Identify what support is needed and costs. Requires workshops first so People's Institute can identify a strategy.
- Policy: Policies don't change outcomes if policy formation is not inclusive of diverse community voices.
- We need guidance on how to model how to talk about equity with Bainbridge residents, so the onus isn't just on POCs to lead the charge.
- Strategy that engages community - process oriented. How do we shift the paradigm to think about growing and developing people?
 - Not doing something new - building on what we've learned and building on that
 - Not a one and done - long term relationship building



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE
SPECIAL MEETING/PRESENTATION
TUESDAY, JUNE 11, 2019

- How would BI look like if racism was undone? Create this vision and work from there.
 - What does it mean to be about racial justice on a 92% white island?

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James Friday, Chair 08/15/2019