



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

2012 GRE RSJI Training and Infrastructure to Create Change

Darlene Flynn, Policy Lead – Seattle Office for
Civil Rights - Race and Social Justice Initiative

RSJI vision:

In the City of Seattle racial disparities have been eliminated and racial equity achieved.

RSJI Mission:

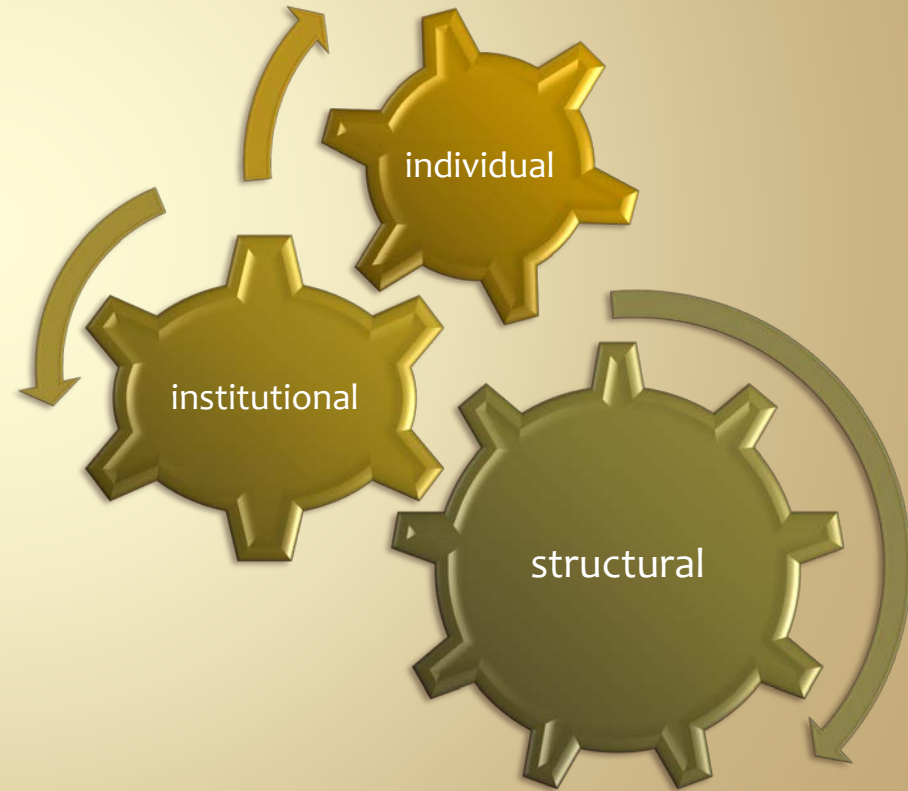
- End institutional racism in City government.
- Promote inclusion and full participation of all residents.
- Partner with the community and other institutions to create racial equity.



RSJI takes a comprehensive approach

Addressing:

- Structural racism,
- Institutional racism and,
- Individual racism



RSJI Opportunity Areas

The RSJI is focusing to effect cumulative impacts in:



RSJI and “The Stream”

Change institutions and structural interactions to eliminate imbedded racial inequity

Change policies and programs to contribute to community conditions that support equity

Change individual behaviors/treat problems resulting from outcomes of racial inequity



Key Things to Remember

- It's about racial equity
- Use the toolkit early
- Training + skill building = critical mass
- Be inclusive
- Be flexible
- Transparency/accountability

Training Objectives

- Cultivate a baseline level of racial justice competency for most City staff and build on additional layers of skills for leaders and change agents.
- Deepened understanding of the connection between RSJI framework, approach, application of tools and desired outcomes.
- Contact between advocates and those not yet “on board” with the intention of building critical mass for a tipping point of change.

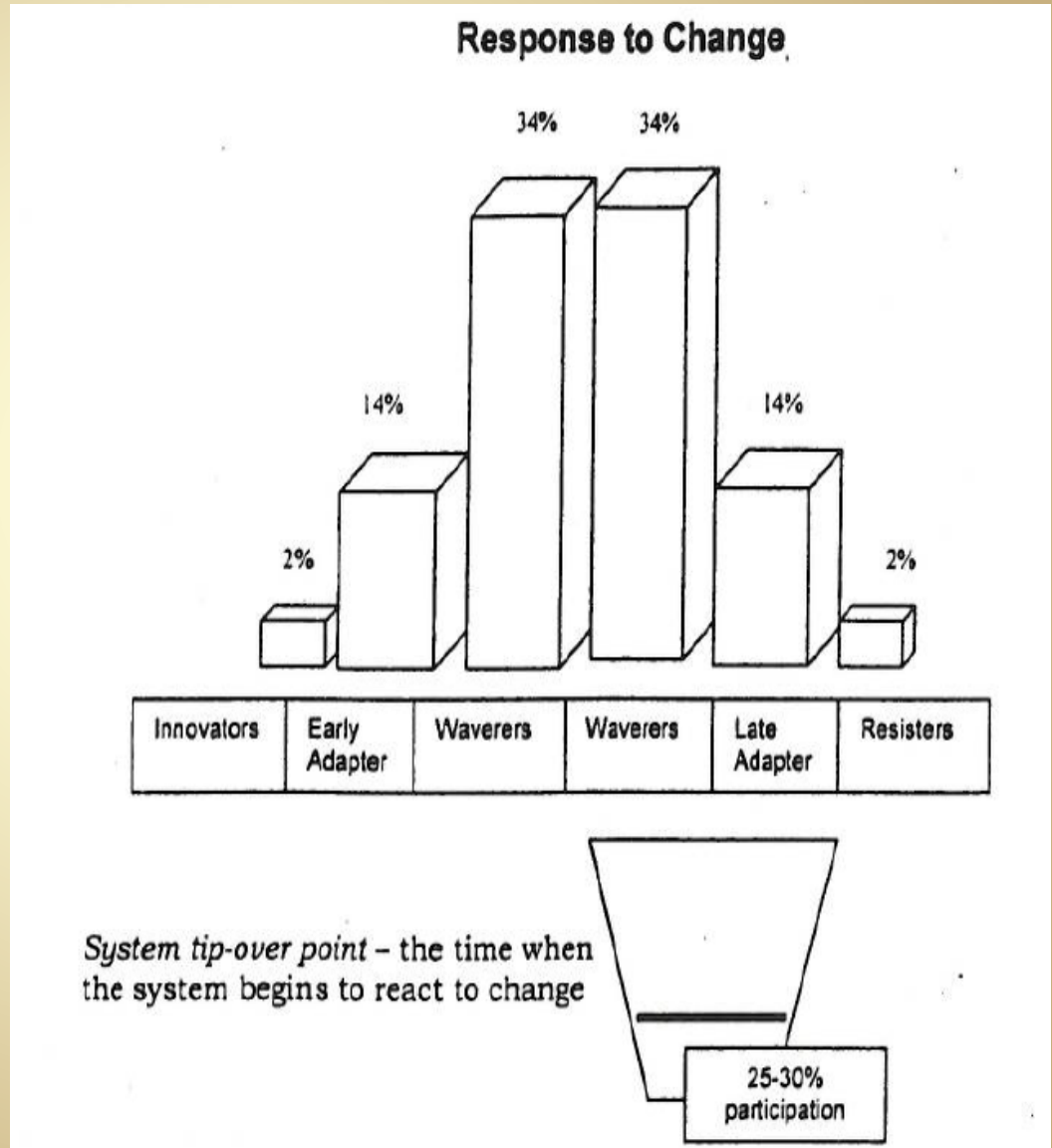
Training Examples

- RSJI Video Introductory presentations
- PBS Video Race: the Power of an Illusion with structured group dialogue
- Cultural Competency through an RSJI lense
- Basic Anti-racism Training for Change Agents (critical race and racial identity training)
- “Lunch and Learn” – tailored capacity building
- Racial Equity Toolkit Training
- RSJI Strategic plan template and facilitated planning sessions retreats
- Core Team and Change Team leadership training

RSJI is Organizing to Achieve the “Tipping Point” of Change

Systems and the people in them, change according to established patterns.

(Adapted from Crossroads skills and Tools for Organizing.)



Tipping Point Resources

The Tipping Point

By Malcolm Gladwell

Creating Contagious Commitment ~

Applying the Tipping Point to Organizational Change

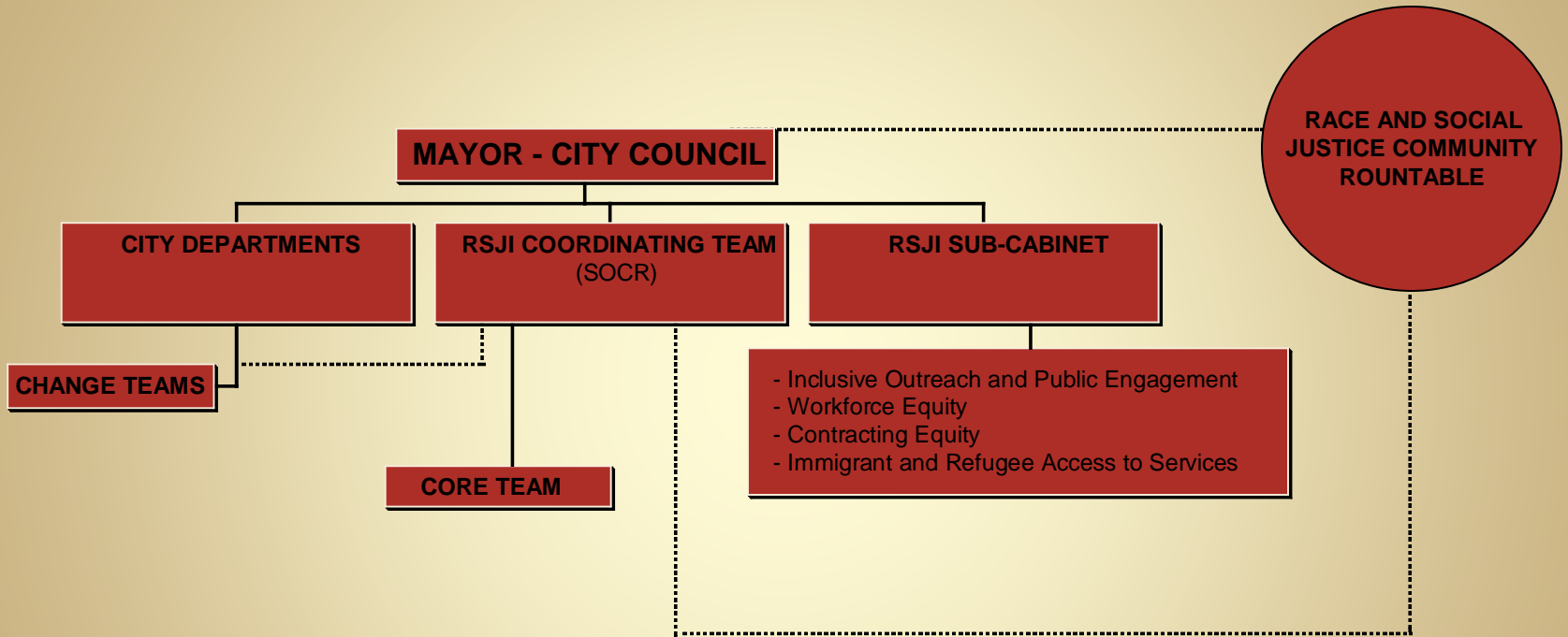
by Andrea Shapiro, Ph.D.

Infrastructure

Tools, preparation to use them, accountability and reward to further institutional transformation and a new way of doing business aimed at reducing racial inequity in our communities; and



RACE & SOCIAL JUSTICE
INITIATIVE



Direct Reporting Relationship



Indirect Reporting Relationship

RSJI Infrastructure Tools

- Racial Equity Toolkit
- Inclusive Outreach and Public Engagement Guide
- RSJI Strategic Planning Template
- RSJI Strategic Plan Data Base

Lessons Learned

- Grow in-house expertise and leadership
- Engage organization leadership to start practicing “walking the talk” early (see Dr. Shapiro’s book)
- Connect the dots between capacity building/training and infrastructure as early as you can
- Continue to evaluate, evolve and deepen both
- Have a big explicit vision, then be persistent, incremental and forward moving like Pac Man