



Equity, Inclusion and Racial Justice Newsletter

Summer 2022

Why Equity, Restorative Justice, and Healing is Our Path Forward

Message from Our Executive Director

I was in my car recently when I noticed a sticker of the American flag with the words “stand for the flag” on the rear window of another car. It caused me to think about Colin Kaepernick’s protest of kneeling during the national anthem prior to the start of pro football games. This protest cost him his career in professional football.

I then began to reflect on the demonstration Tommie Smith and John Carlos, US runners, conducted at the 1968 Mexico City Olympics. They took the victory stand wearing no shoes as a way to highlight black poverty, beads to symbolize the horrific lynchings in the US, and the most iconic symbol, a black glove to show support for black and other oppressed people around the world. They bowed their heads and raised their arms during the national anthem. They were kicked out of the Olympic Village due to their protest activity.

It was only a few years ago that I learned about Peter Norman’s active involvement in the demonstration. Norman, an Australian, came in second in the 200-meter race. All my life, beginning as a child, when I saw these photos, I assumed Norman found himself in the middle of a protest and simply took the victory stand as a bystander to the events.

That turned out to be far from the truth. After the race, Norman was told by Smith and Carlos what they planned to do at the victory ceremony.

“As journalist Martin Flanagan wrote: "They asked Norman if he believed in human rights. He said he did. They asked him if he believed in God. Norman, who came from a Salvation Army background, said he believed strongly in God. We knew that what we were going to do was far greater than any athletic feat. He said, 'I'll stand with you'. Carlos said he expected to see fear in Norman's eyes. He didn't; 'I saw love'."” (https://en.wikipedia.org/wiki/Peter_Norman)

Norman chose to be an ally to Smith and Carlos and asked how he could help. They suggested he wear the Olympic Project for Human Rights badge. He did this. Norman was the person who suggested that the pair each wear one glove as one of the runners had forgotten to bring his gloves to the ceremony. Each of the three men experienced difficulties when returning to their respective countries. The active demonstrators and their ally all faced criticism and were hit by various attacks and discrimination. As I reflect on these public protests, I’m reminded of the importance of risk taking, taking a public stand and making a statement, and standing up for what you believe is right. I’m also reminded of the important role of allies in the fight for equity and racial justice.

Some resources:

<https://www.history.com/news/1968-mexico-city-olympics-black-power-protest-backlash>

https://en.wikipedia.org/wiki/Tommie_Smith

https://en.wikipedia.org/wiki/John_Carlos

The Case for Restorative Justice

Restorative justice is about authentic healing and community wellbeing. To get to this place of healing and wellbeing, we look at our disfunction through the lens of why our problems happened, accountability for our problems, and how to repair the damage to relationships that our problems have caused.

Our historic problem in the United States is that our country has built its foundation on the exploitation of marginalized groups, of Native Americans, Black people, women, immigrants, LGBTQ, and anyone who is different from the dominant group. This healing path forward involves asking the right questions:

- What is the problem that has happened historically to marginalize groups?
- What are we thinking and feeling about the problem that has happened?
- How have we all, the marginalized and the privileged been affected?
- What do we need to do together to make it right?
- How do we work towards accountability and build relationships at the same time?

We say we value equality, but to get to equality, we need equity and restorative justice first.

"A relational approach to conflict

Restorative Justice seeks to answer the question, how do we create the space for accountability and simultaneously build relationships?"

([National Center for Restorative Justice](#))

I Don't Believe in Fairness

I want to believe in fairness and equality, but I don't right now. Some of us begin our lives with grinding poverty, some face racism, and/or some other discrimination, and some begin a life of setbacks steeped in trauma. If equality is our goal, we'll need equity to help us get there.

Equitable opportunities now are the pathway forward toward fairness and equality in the future. To learn more about the difference between equality and equity and why we need equity, check out the videos below:

[Equality Vs Equity Vs Fairness? Discussion & Activity for Kids](#)

[Privilege and Equity: The Race and Why We Need Equity](#)

What Do We Need to Be Successful in Our Workplaces?

Do we need equality or equity at work to be successful? It's like the old saying, "Is it nature or nurture"? And the truth is we need both; we need equality and equity at work. Growing successful employees requires we look at employee support through two lenses – equality lens and equity lens.

Check out [this short article](#) to see how equality and equity are the foundation of success at work.

Organizational Culture

Our work group has been focusing on three areas for continued growth. (1) We are discussing how we are advancing towards equity within our CCAC programs and projects that serve our community, families, and providers and how to make our growth towards equity in all of our CCAC programs more visible. (2) Our group recently met with the work group from Community Partnerships. We discussed our concerns about defensiveness and silos when we are engaged in racial justice work and our groups felt the way forward is through restorative justice. (3) Our work group will be adding additional terms to our glossary. For example, we will be adding the term Restorative Justice. We also will be reorganizing the glossary of terms into sections by related topics. Organizational Culture work group facilitates the creation of this newsletter and invites any and all who are interested in participating in this worthy work to contact Shelly.Knight@ccacwa.org , Debbie.Roberts@ccacwa.org or Melinda.Luark@ccacwa.org . Join our work group!

Community Partnerships

The Community Partnerships subcommittee is exploring opportunities to partner with CCAC's internal program teams to learn more about the community partnerships that already exist between our programs and other organizations as well as to share external-facing materials that programs can use when meeting with new and potential partners. The end goal is to collaborate on forming additional partnerships throughout the communities we serve and further support our commitment to equity, inclusion, and racial justice. To that end, the Community Partnerships subcommittee is currently working towards developing a strategy to support CCAC's internal teams in their equity efforts by providing individual/group coaching and resources.

For more information or to join this subcommittee, contact: tracy.mitchell@ccacwa.org, beverly.barker@ccacwa.org; or alison.ponder@ccacwa.org

Recruiting, Hiring and Retaining a Diverse Workforce

Our group is close to finalizing the Hiring Checklist that all program managers will use when hiring staff. The goal of incorporating a standardized hiring process (job announcement, job posting, candidate interviews) that seeks to minimize barriers, increase access and address potential bias will then be met. The checklist will be revisited and changed as needed in the future. The next CCAC policies we will review and make recommendations for change will be: Harassment, Staff Orientation and Staff Retention. If you would like to join our Policy and Hiring group, please contact Kristin.Gomez@ccacwa.org, Gary.Burris@ccacwa.org, Sandy.Kelly@ccacwa.org, Yvette.Hernandez@ccacwa.org, or Brian.cole@ccacwa.org

Internal Growth For All Staff

Monthly opportunities for sharing and discussing topics about equity, inclusion, and racial justice are available to all staff through the Exploring Equity Learning Opportunities (EELO) Group. Past topics include Critical Race Theory, cultural appropriation as well as racial and cultural identity development. In August, we explored Equity versus Equality, and will also be jumping into more topics surrounding this work that involve our day-to-day field work, community partners, and personal life. We invite you to come join some rich discussion, whether you are new to this work or seasoned in it! Through EELO, all staff have access to interesting articles, videos, webinars, and podcasts. Links to resources are located [HERE](#).

The Book Totes Project provides all staff access to more than fifty books through a (soon to be stationary) mobile library process. Individual offices will have a selection of these books on site at the Main Olympia office, Shelton ECEAP, and Bremerton/PA. Staff can check out books for 3 weeks, and write an optional review afterward (review template will be made accessible late fall). Topics include history, stories, and ways to develop our skills for equity and justice work. We are also integrating a selection of LGBTQ+ books that should be accessible by October!

Book Review:

Sand Talk: How Indigenous Thinking Can Save the World, by Tyson Yunkaporta

How can we move forward in our work toward realizing equity and inclusion, while ensuring that we are growing in the process?

In life, change is inevitable, growth is not. Working towards a more equitable future for our communities requires not only significant change, but also, and perhaps even more importantly, it requires us to grow individually and collectively. Without growth, the changes we wish to see will remain superficial at best, or hollow and ineffective at worst. When we grow, we change. Not the other way around. Intentionally directing our areas of growth is essential to our equity work. To grow in healthy and meaningful ways, we must first dedicate ourselves to understanding, compassion, and loving-kindness towards ourselves and others. Growth is a process, not a product. Approaching one another with this basic understanding automatically changes the dynamic from an "us versus them" mentality to an "us-two" understanding.

In his book, *Sand Talk*, Tyson Yunkaporta explains the dual first person, us-two, as “a common pronoun in Indigenous languages” that serves to demonstrate an understanding of our common humanity, our oneness and belongingness to one another and to all things.

Yunkaporta states, “Solutions to complex problems take many dissimilar minds and points of view to design, so we have to do that together, linking up with as many other us-tuos as we can to form networks of dynamic interaction.”

No one of us above the other, all with a seat at the table, exploring and growing through the lens of compassion and acceptance. This is the process of growth that leads to sustainable change.

[Watch Tyson Yunkaporta discuss his book, *Sand Talk* here.](#)

Children's Book Recommendations



We are all in this together and on the same team. When some of their teammates start from behind, Justin and Jordan come to understand what they need to do so everyone is stronger and more successful together. *That's Not Fair* by Casey Morris, Ph.D. shows how we can help our friends and how this “unfair” support helps everyone achieve.



Whoever You Are by Mem Fox shows how our common humanity unites us even as we are unique and essentially the same. Mem Fox helps us remember that pain and love are universal. [Watch Mem Fox read *Whoever You Are*.](#)

Truth, Hope and Healing in Action

What does it take to heal from all of the exhausting isms, biases, and silos that we live in?

Check out the video below to see how truth telling, empathy, and hope are keys to healing.



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