

EQUITY, INCLUSION AND RACIAL JUSTICE NEWSLETTER



THOUGHTS ON HEALING

How do we grow communities where justice and mercy live together? Every moment is a new moment to choose love, not hate, and to receive grace and forgiveness. Every moment is a new moment of choice, a choice to become our better selves, to be inspired, to hope.

Check out the link below to watch a short documentary about choosing love and forgiveness over hate and revenge. *Stranger At The Gate* will inspire you.

BRIDGES TO HEAL US BY ERIN JONES

We all know the right words to use, how to espouse a progressive position; we have the jargon down. But, how do we move beyond jargon to impact lasting change to grow stronger communities where gratitude and brave spaces heal? Listen to Erin Jones discuss how to heal, how to move beyond blame, and guilt to instead embrace authenticity, vulnerability, and gratitude.



*Every moment
is a new
moment to
freely make a
better and
kinder choice.*

In *Bridges to Heal US*, Erin Jones provides a pathway toward healing through having brave and hard conversations about racial justice. Healing is where empathy lives and grows from understanding our own stories and the stories of others.

If you are interested in becoming a bridge towards healing, read *Bridges to Heal US*, by Erin Jones.

The Organizational Culture work group would like to invite anyone interested in joining a book club to read the book *Bridges to Heal US* by Erin Jones, to please contact Shelly Knight at Shelly.Knight@ccacwa.org

GETTING TO KNOW OUR COLLEAGUES SPOTLIGHT ON DOMINGA ANTONIO-NOLASCO (PARENTS AS TEACHERS HOME VISITOR)



What are three values related to your work with children, families, and your community?

People won't trust you until they know you care about them. I work as a home visitor with Parents as Teachers (PAT) with CCAC and as an interpreter and translator with the WA Department of Children, Youth, and Families (DCYF). I come from Guatemala and my first language is the Qanjobal dialect. I was a baby when I was brought to this country. My family insisted we keep our home culture and language for which I am grateful. Now, I speak three languages, Qanjobal, Spanish, and English. Through

PAT I can help families. **Every little thing counts for a child.** My dad told me this many times. I help families understand what they do every day matters to who their child becomes. And what parents do everyday matters for the memories and emotions they make for themselves as parents. **Because of my earliest experiences, motivation, trust, helping others, family, culture and language, and education are my values.**

Who was nice to you this week at work? How might you reciprocate?

Tovi was kind to me this week. She is with us, the whole team. Tovi says, "I am here for you" and we know it's true because she is very supportive. As a team, we could surprise her with something nice at her desk. As a team, we could write her a thank you note. **We could tell her we know she is with us, and it matters.**

How do you positively and authentically impact how others feel when they spend time around you?

People feel motivated and cared about around me. I authentically care about other people; I am motivated and enthusiastic. Fran told me once, **"People may not always be nice, but you can be kind in return"**. **Emotions are contagious and, in this way, I can spread kindness.**

Staying connected to others in healthy relationships at work and in your personal life leads to resilience and healing when life throws us challenges. How do you stay connected with friends, family, and coworkers?

What I do at work is to always check in and reach out through email, text, calls. I check in on up-dates about families and work. I also make time for my own family. I leave work at work and as my dad said, “You are a mother and a wife”. **I make time for my own family. At work, I make time for families and co-workers.**

What do you do to manage stress in your life?

There was a time when I was a teen, I was afraid of deportation, it felt like I was trapped in a small room and could not get out. I was mad about possible lack of opportunities. After a family friend (Ricardo) paid for a lawyer to help me apply for DACA, and I was free to work and working and planning my future helped me to manage stress. **I turn to family and friends to help me manage challenges.**

There is no room for stress, when my emotions, time, and intention is filled with my children and family. When I feel stress, I spend time coloring with my daughter, practicing the drums with my son, going into nature, going outdoors. Every little thing matters for a child. I intentionally spend positive time with my children and family, pushing stress away.

Fran (former supervisor) once asked me to attend a coalition meeting and people there looked at me like I didn’t belong. But Fran told me, “Step up with confidence; introduce yourself and say how many languages you speak. You are here to help and you will do great things”. This helped me to feel **confidence and self-motivation rather than stress. I turn to co-workers and my supervisor to help me manage work stress.**

Is there someone you need to forgive? How do you go about forgiving?

After our family friend, Ricardo helped me apply for DACA, I wanted to work by helping others, by interpreting and translating for legal challenges people may face. **I forgive the system that locked me out when I was just a teen, before DACA, by helping others in the same or similar situations.**

I FORGIVE THE PEOPLE AT THE COALITION BY STEPPING UP AND CONTRIBUTING WITH CONFIDENCE, DOING GREAT THINGS WHENEVER I CAN. I REPLACE GRIEVANCE WITH CONTRIBUTION.

THE HAZARDS OF A “NICE” COMPANY CULTURE

In the [article](#), Clark discusses how many organizations have a culture where staff are interested in being friendly with each other and avoid addressing issues that may be difficult to discuss, particularly issues related to racial harm. This often means that while on the surface everything looks good, that there are tensions and unspoken injuries that have not been addressed. Moving away from a culture that is fearful of moving outside of niceness is an important part of creating an equitable, inclusive and just workplace.



This article was provided to us by our Equity, Inclusion and Racial Justice consultant Ijumaa Jordan. We will be discussing this article at our all staff meeting on May 19th.

BUILDING A CULTURE OF ACCOUNTABILITY

A key element in addressing racial harm is having a strategy for moving forward. In many instances a person’s intention may not be to inflict harm, yet what is said or done creates a harmful impact. While we want to give grace to people who unintentionally say or do something hurtful, we also want to take steps to repair the harm that was done.

In this [article](#), Anderson provides these steps for accountability 1) Self – accountability, taking responsibility for ones actions and consequences of the actions. 2) Mutual accountability, where all members of the group or team make a collective commitment to act. 3) Community accountability, setting up a set of steps within the workplace so issues aren’t ignored, while ensuring that there is a safe and supportive environment. Seven practices for Building a Culture of Accountability are suggested.

- Acknowledge harm
- Establish a set of internal anti-racist norms
- Work to repair the harm
- Skilled facilitation
- Racial affinity groups
- Create feedback loops
- Practice generative conflict



THOUGHTS ON COMPASSION AND REFLECTION WITH PROVIDERS, PARENTS, AND CAREGIVERS

If you are keeping a gratitude journal or just engage in regular journaling, consider the reflective prompts.



Who was kind to you this week at work?

How might you reciprocate?

Is there someone who needs a random act of kindness?

What might help this person feel cared for?

FOR HEALING AND COMPASSION IN ACTION ACTIVITIES FOR CHILDREN, FAMILIES, AND CAREGIVERS

Choose Love Movement ~ check out this resource by clicking [HERE](#).

Nurturing means loving kindness and gratitude.

Healing means forgiveness.

Love is compassion in action.



CHILDREN'S BOOKS AND ACTIVITIES FOR PROVIDERS AND FAMILIES

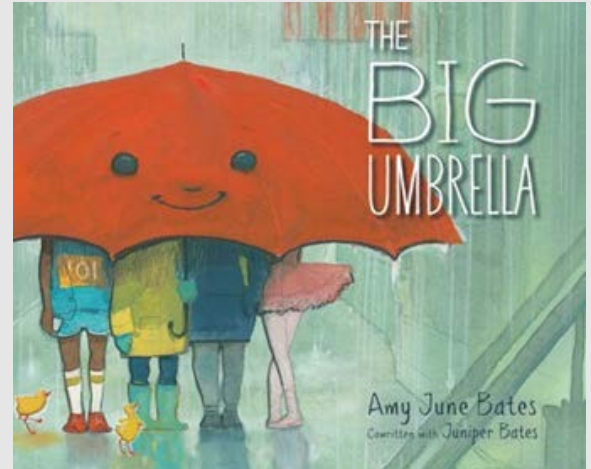
Supporting Inclusion and Compassion with Young Children

Children's storybook, *The Big Umbrella* by June Bates, is a story about how on one rainy day, a big and loving umbrella grows to include everyone in the neighborhood. There is always room for one more, everyone belongs. This story is a message of compassion, one of belonging, and like a loving heart, the big umbrella grows to care for everyone. To hear the story read aloud, click [HERE](#). To hear an interview with the authors and illustrator, click [HERE](#).

To engage in a follow-up story stretcher activity with young children, try this activity below:

Washington State Early Learning Guidelines

- Domain for Building Relationships: Interactions with Peers and Social Behaviors
- Domain for Communication: Speaking and Listening, Reading, Writing
- Domain for Learning About My World: Arts



Materials needed:

- Storybook: The Big Umbrella, by June Bates
- Very large sheet of butcher paper
- Several small cups of red paint and brushes (one for each child)
- Several child-sized scissors

Process:

- Have a conversation with children about how everyone wants to know they belong.
- Story prompts:
 - (1) How do you suppose all the people in the book felt when there was room enough under the umbrella for them too?
 - (2) How do we make our friends feel included when we play, how do we take care of each other?
- Teachers and children together paint the large sheet of butcher paper red.
- When the red paint is dry, draw a huge umbrella on the painted red paper.
- Children and teachers cut out the big umbrella.
- Put the big umbrella on a large wall at children's eye level.
- Children draw self-portraits and teachers dictate (or children use scribble writing) about how we help our friends feel included when we play.
- Self-portraits and prompts are displayed under the big umbrella.

MAXINE AND THE GREATEST GARDEN EVER! BY RUTH SPIRO AND HOLLY HATAM (ILLUSTRATED)

Read Aloud With Illustrator Holly Hatam



Best friends Maxine and Leo combine their maker and artistic skills to create (and save!) the ultimate garden in this empowering, STEM-focused picture book written by Ruth Spiro and with vibrant illustrations by Holly Hatam.

After sketching and plotting and planting, Maxine and Leo know they've made The Greatest Garden Ever! But they're not the only ones who think so. Soon, all sorts of animals make their way in, munching on carrots and knocking over pots. When Leo and Maxine can't agree on a way to deter these unwelcome

critters, it looks like there's more on the line than saving their garden—they just might need to save their friendship too.

I like how this book promotes the idea that different is wonderful! Different is necessary! Different is needed! Diversity is to be celebrated! Friendship is highlighted! I like how Maxine practiced/showed inclusion, cheering on others by focusing on their strengths! That gardening collaboration project and problem-solving....Wow! That scarecrow! She practiced repair in her friendship with Leo.

I love how Maxine returns to Milton near the end of the story...he is shown doing his own thing in the house, but I wonder if he joins them again to enjoy the garden.

What do you think about Milton the child who is under the table? Is he experiencing the world in a multi-modal sensory way? Notice how accepting Maxine is to his unique way of experiencing the world.

CCAC GLOSSARY OF TERMS FOR EQUITY, INCLUSION, AND RACIAL JUSTICE

The CCAC Equity, Inclusion, and Racial Justice team has been working on adding new terms to our glossary. The glossary is a work in progress and is always evolving to include new terms and definitions. The glossary is a team effort, and any staff person is welcome to join in the development of our glossary. These four new terms are in progress.

Critical Race Theory
Holding space for working definition
Woke
Holding space for working definition
Neurodiversity
Holding space for working definition
Multi-Modal
Holding space for working definition

