

Equity Toolkit



Our Edmonds community is vibrant and diverse. This toolkit will aid our local business owners in creating and strengthening an equitable, welcoming culture for each and every one of our neighbors and visitors.

Included here...

- Sample pledges for owners to consider taking for racial equity & social justice
- “Toolkit” resources for businesses to self assess through an equity lens
- Books & workbooks providing a wealth of perspectives, guidance, and insight
- Podcasts that cover everything from intersectionality to implicit bias and more
- Websites with resources for dismantling racism, racial justice, and more
- Contact information for local leaders & trainers who work with organizations
- This is a living document that will be updated periodically



Take the Pledge

Commit to being an Ally and Advocate



Equity Tools

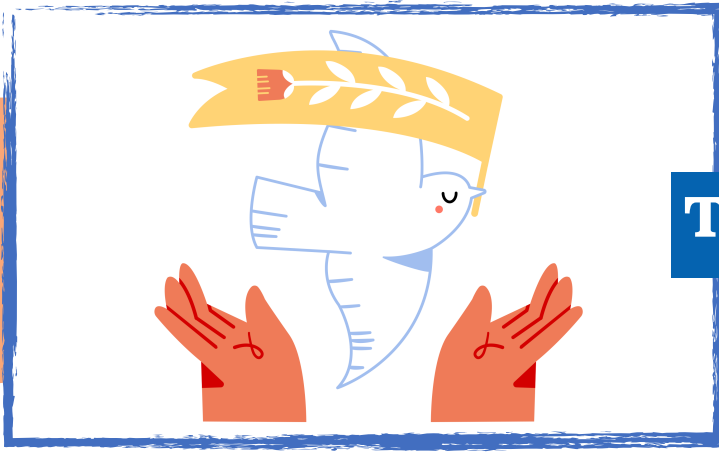
Resources to help guide you



Local Leaders/Trainers

Get support from local experts

This toolkit is intended to provide resources for those who wish to explore diversity, equity and inclusion issues to further their understanding and engagement. Other information, including third-party content or links to other resources, may be present that may not directly relate to the Diversity Commission's mission in sharing this toolkit.



Take the Pledge

EDMONDS PLEDGE

We pledge to take meaningful action to address the issues of racial inequity and social injustice in our places of business in Edmonds, WA. As leaders in this community, we must hold one another accountable for creating short- and long-term equitable change for each and every one of our neighbors. It is our communal responsibility to work toward a future where each and every member of our society is valued, and we commit to that collective goal.

PLEDGE EXAMPLES

For businesses that would like to personalize their Equity Pledge, these samples can be used as a starting point.

Anti-Racist Small Business Pledge: <https://www.craftcouncil.org/sites/default/files/2020-06/Small-Business-Pledge-1.pdf>

Business for Racial Equity Pledge: <https://www.leadershipnowproject.org/businessforracialequity>

Central Indiana Racial Equity Pledge: <https://www.indyracialequitypledge.com>

Des Moines CEO Equity Pledge: <https://www.dsmpartnership.com/ceo-commitment>



Equity Tools



Just Lead WA Racial Equity Toolkit:

https://justleadwa.org/wp-content/uploads/2019/08/REJI-Organizational-Toolkit_Full-1.pdf

This Toolkit is a comprehensive guide produced by the WA Race, Equity and Justice Initiative (REIJ) designed to help local organizations identify best practices for promoting racial equity and dismantling harmful practices. The kit includes activities to help understand why equity work matters in WA state, how to do it effectively, and includes tools for ongoing practice.

Racial Equity Impact Assessment:

https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf

This tool, a Racial Equity Impact Assessment (REIA), can be used to anticipate, assess and prevent potential adverse consequences of proposed actions on different racial groups.

Multicultural Organization Evaluation:

https://assets-global.website-files.com/5e72518058686ec4adae1482/5eed19fbf2eb3dacdf8a0c1e_Continuum_AntiRacist.pdf

This tool, a Multicultural Organization Continuum, can be used to help organizations evaluate their equity lens and the areas where they can improve their practices.



Books & Workbooks

Bonilla-Silva, E. (2003). *Racism without Racists: Color-blind Racism and the Persistence of Racial Inequality in the United States*. Rowman & Littlefield Publishers, Inc.

Beneath our contemporary conversation about race, there lies a full-blown arsenal of arguments, phrases, and stories that people use to account for—and ultimately justify—racial inequalities. The fifth edition of this provocative book makes clear that color blind racism is as insidious now as ever. It features new material on our current racial climate, including the Black Lives Matter movement; a significantly revised chapter that examines the Obama presidency, the 2016 election, and Trump's presidency; and a new chapter addressing what readers can do to confront racism—both personally and on a larger structural level.

Kendi, Ibram X. (2019) *How to be an Anti-Racist*. New York: One World.

Antiracism is a transformative concept that reorients and reenergizes the conversation about racism—and, even more fundamentally, points us toward liberating new ways of thinking about ourselves and each other. Kendi weaves an electrifying combination of ethics, history, law, and science with his own personal story of awakening to antiracism. This is an essential work for anyone who wants to go beyond the awareness of racism to the next step: contributing to the formation of a just and equitable society.

Study Guide: <https://static1.squarespace.com/static/5913d00603596e07853ef761/t/5dc37dafd013963f1c034404/1573092786304/bookclubkit.ANTIRACIST.pdf>

Oluo, Ijeoma. (2018) *So You Want to Talk About Race*. New York: Seal Press.

In *So You Want to Talk About Race*, Ijeoma Oluo guides readers of all races through subjects ranging from intersectionality and affirmative action to "model minorities" in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they impact almost every aspect of American life.

Study Guide: https://www.hachettebookgroup.com/wp-content/uploads/2018/03/so-you-want-to-talk-about-race_readers-guide.pdf



Books & Workbooks

Saad, Layla. (2020) *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor*. King of Prussia, PA: Quercus.

Updated and expanded from the original workbook (downloaded by nearly 100,000 people), this critical text helps you take the work deeper by adding more historical and cultural contexts, sharing moving stories and anecdotes, and including expanded definitions, examples, and further resources, giving you the language to understand racism, and to dismantle your own biases, whether you are using the book on your own, with a book club, or looking to start family activism in your own home.

Singh, Annelise and Dareld Sue. (2019) *The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing*. New Harbinger Publications, Inc.

The Racial Healing Handbook offers practical tools to help you navigate daily and past experiences of racism, challenge internalized negative messages and privileges, and handle feelings of stress and shame. You'll also learn to develop a profound racial consciousness and conscientiousness, and heal from grief and trauma. Most importantly, you'll discover the building blocks to creating a community of healing in a world still filled with racial microaggressions and discrimination.

Kim, Anatasia and Alicia Del Prado. (2019) *It's Time to Talk (and Listen): A Handbook for Healing Conversations About Race, Class, Sexuality, Ability, Gender, and More*. New Harbinger Publications, Inc.

Conversations about controversial topics can be difficult, painful, and emotionally charged. This user-friendly guide will help you engage in effective, compassionate discussions with family, friends, colleagues, and even strangers about race, immigration, gender, marriage equality, sexism, marginalization, and more.



Books & Workbooks

Chugh, Dolly. (2018) *The Person You Mean to Be: How Good People Fight Bias*. Harper Collins.

Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? *The Person You Mean to Be* is the smart, "semi-bold" person's guide to fighting for what you believe in. Dolly reveals the surprising causes of inequality, grounded in the "psychology of good people". Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively talk politics with family, to be a better colleague to people who don't look like you, and to avoid being a well-intentioned barrier to equality. Being the person we mean to be starts with a look at ourselves.

Hollins, Caprice and Ilsa Govan. (2015) *Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race*. Rowman and Littlefield

This book guides facilitators through a process of becoming comfortable with the discomfort in leading conversations about racism, privilege and power, to create a foundation where participants feel brave enough to take risks and share their stories and perspectives. It guides you through strategies for engaging participants in courageous conversations with one another in ways that don't shame and blame people into understanding.

Catlin, Karen. (2019) *Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces*. Better Allies Press.

In *Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces*, you'll learn to spot situations where you can create a more inclusive culture, along with straightforward steps to take. Leadership coach Karen Catlin will walk you through how to be a better ally, including: Hiring and retaining a diverse workforce; Amplifying and advocating for others; Giving effective and equitable performance feedback; Using more inclusive language.

Podcasts



Come Through with Rebecca Carroll

<https://www.wnycstudios.org/podcasts/come-through/articles>

It's an election year, and whether people want to admit it or not, race is at the center of every issue -- healthcare, jobs, climate change, the media, and more. Join host Rebecca Carroll for 15 essential conversations about race in a pivotal moment for America. She talks to great thinkers, writers, and artists about faith, representation, white fragility, and how it's all playing out in 2020.

Intersectionality Matters with Kimberlé Crenshaw

<https://aapf.org/podcast>

These eye-opening interviews by Kimberlé Crenshaw address critical issues of social justice, racism and oppression, and explore what we must do to ensure intersectional justice for all.

Nice White Parents

<https://www.nytimes.com/2020/07/23/podcasts/nice-white-parents-serial.html>

The podcast "Nice White Parents" largely focuses on the story of one Brooklyn middle school that opened in 1968 — and how white parents have influenced the trajectory of this school over and over, even when their children didn't attend it. But the issues the podcast raises via this one case study make it a meaningful opportunity to explore the complicated realities of race, privilege and power across all American schools.

Study Guide: <https://www.nytimes.com/2020/08/27/learning/lesson-plans/nice-white-parents-discussion-guide.html?action=click&module=RelatedLinks&pgtype=Article>

Seeing White

<https://www.sceneonradio.org/seeing-white/>

Where did the notion of "whiteness" come from? What does it mean? What is whiteness for? Scene on Radio host and producer John Biewen took a deep dive into these questions, along with an array of leading scholars and regular guest Dr. Chenjerai Kumanyika, in this fourteen-part documentary series, released between February and August 2017.





Websites

Diversity, Inclusion, and Belonging for All Learning Path | LinkedIn Learning, formerly lynda.com - <https://www.linkedin.com/learning/paths/diversity-inclusion-and-belonging-for-all?u=79792578>

Learn about the challenges and opportunities inherent in working in diverse organizations. This transformative learning path reviews current thinking and best practices on essential topics such as bias in all of its forms, cultural competence, communication, allyship, and accountability.

- **Define** diversity, inclusion, and belonging.
- **Engage** in conversations about polarizing topics.
- **Connect** on a deeper level with colleagues and peers.

Dismantling Racism — <https://www.dismantlingracism.org>

With a free workbook on dismantling racism, and resources that include analysis and action tools, this website provides a compilation of knowledge from hundreds of activists, leaders and community members dedicated to anti-racist practices.

Embrace Race — <https://www.embracerace.org>

Embrace Race focuses on the youngest members of our community—our children—to unpack best practices for talking about race and racism, as well as create anti-racist families and communities.

Everyday Feminism — <https://everydayfeminism.com>

This intersectional feminist website is full of short, readable articles on diversity of all kinds, including racial justice, class, LGBTQIA, disability and more.

Showing Up for Racial Justice — <https://www.showingupforracialjustice.org>

SURJ is an action network and online community dedicated to bringing majority white communities meaningfully into the movement for racial justice.

Teaching Tolerance — <https://www.tolerance.org>

This site, an offshoot of the Southern Poverty Law Center, is a resource hub for educators committed to racial equity and social justice. Teaching Tolerance includes personal essays, ready-to-go lessons and activities, and other resources for further learning.

Local Leaders/ Trainers



Cultures Connecting — <https://www.culturesconnecting.com>

We provide culturally relevant professional development, keynotes, consulting, coaching and one-on-one diversity leadership support to organizations committed to improving their ability to work effectively across cultures. Our clients learn new skills they can apply in the workplace and beyond. Founded by Caprice Hollins and Ilsa Govan.

Hooks Global — <https://hooksglobal.org>

Hooks Global develops the capacity of leaders to create strategy, conduct research, craft policy, share analysis, engage communities, talk effectively about inequities, and build initiatives, coalitions, and networks that center equity. Founded by Karena Hooks.

Let's Do Work — <https://www.letsdowork.org>

Let's Do Work supports individuals, organizations, and communities as they enact social justice principles in their lives, communities, and workplaces. Consulting packages can include a combination of assessment, training, coaching, policy development, program development, and process facilitation. Our goal is to identify the best next step in your journey, help you take it, and support you along the way. Founded by DarNesha Weary.

Racial Equity Consultants — <https://www.racialequityconsultants.com>

Recognizing that People of Color and Whites each have anti-racism work to do separately and together, we purposefully and strategically confront the internalized and institutionalized power of race and racism from a cross-racial lens. We understand that internalized racial superiority is mirrored in the intertwining dynamic of internalized racial inferiority. Founded by Marlan Brown and Fran Partridge.

Racing to Equity — <https://www.racingtoequity.org>

R2E's mission is to catalyze communities, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all. We design and apply tools and strategies to dismantle structural racial inequity, in order to achieve racial equity. Founded by Anita Garcia Morales and Bernardo Ruiz.

Suburbia Rising — <https://www.suburbiarising.com>

Suburbia Rising/Stories of Self & Solidarity (SRS3) is an educational resource for progressive people in suburban and rural areas looking to bring passion, awareness and real change to their neighborhoods. Founded by Courtney Wooten.

Local Resources



Edmonds Neighborhood Action Coalition - <https://edmondsnac.net>

We come together as neighbors, friends, and imperfect allies to support each other and protect our most vulnerable and targeted populations.

We are engaged, patriotic activists working to promote democracy and expand our shared values of equity, freedom, liberty, and justice at every level.

We strive to educate, inspire, and lead effective actions for change.

Social Justice Book Group - <https://edmondsnac.net/social-justice-book-group/>

Snohomish for Equity - <http://www.snohomishforequity.org/?Length=4>

Actively working to dismantle racism in Snohomish

Communities of Color Coalition - <https://www.c3coalition.org>

The Communities of Color Coalition (C3) mission is educating and advocating for social justice and human rights, especially for people of color and other under-represented groups that have been systemically oppressed. We do this through a transformational process that centers and supports those who are closest to the problem in developing and implementing the solutions necessary for systemic change.



Welcome to the City of Edmonds Diversity Commission whose purpose is to promote an environment that accepts, celebrates, and appreciates diversity within the community. The nine-member volunteer advisory Commission is intended to:

- Serve as a resource for City government and the community by providing information, education, and communication that facilitates a better understanding and celebrates our differences.
- Provide recommendations to the Mayor and City Council that would identify opportunities to address diversity issues, promote diversity programs, and/or provide guidance to create a more accessible, safe, welcoming and inclusive government and community.
- Assist the City of Edmonds in supporting and challenging all areas of government and the community to eliminate and prevent all forms of discrimination.

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<http://www.edmondswa.gov/diversity-commission-home.html>

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