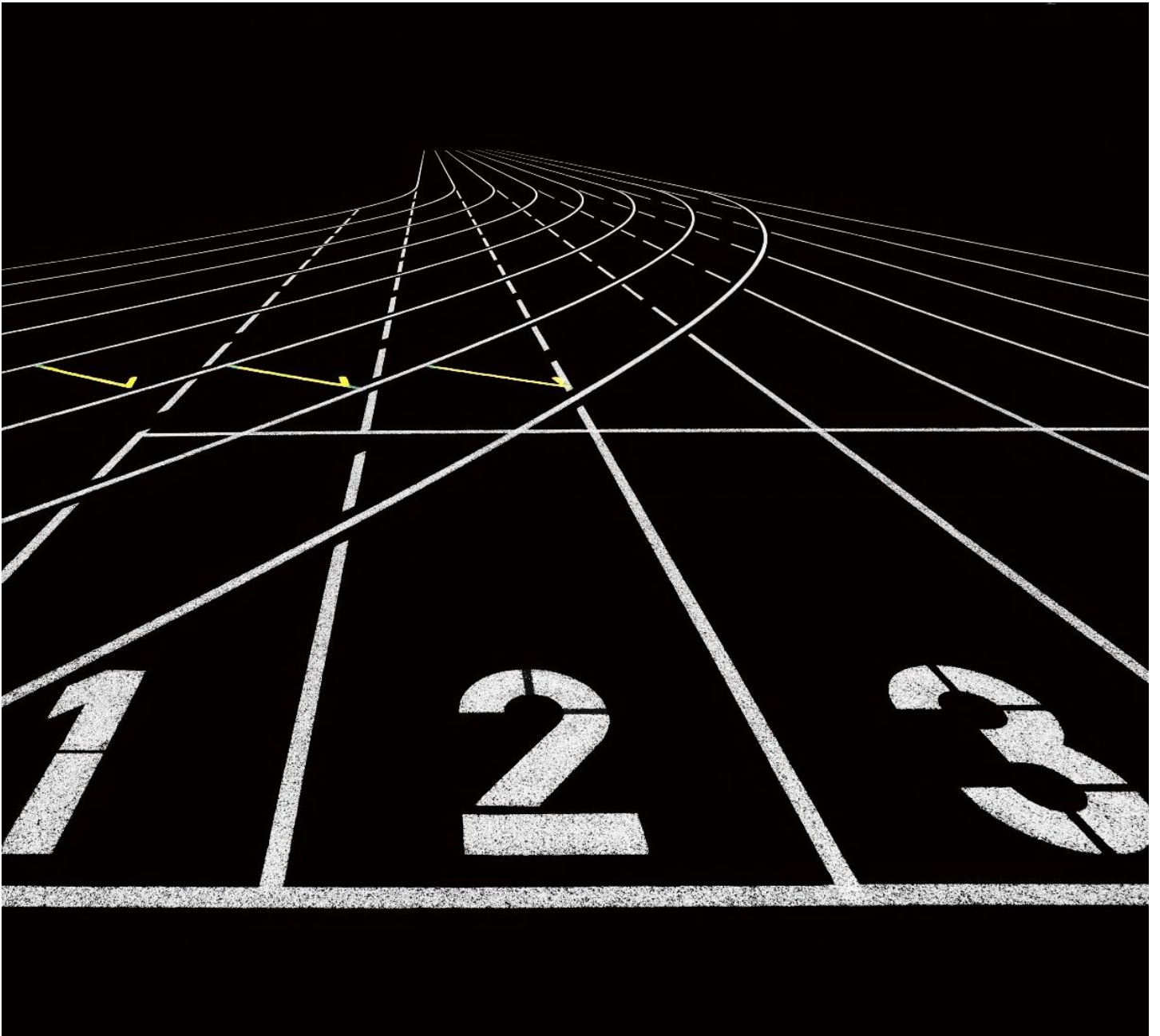


ANTI-RACISM CHARTER

HEAL THE HEART

Prepared by Colemon and Associates

CITY OF TACOMA



VISION

Collectively committed to being proactive in making Tacoma an anti-racist city.

The Core Coordinating Team was appointed by the Tacoma City Council to be a community-led and culturally anchored body of individuals engaged in addressing racism in city government and other sectors that impact lives of those who live, work, and play in Tacoma. This charter represents the collective heart and vision of the Core Coordinating Team on behalf of Tacoma.

MOTIVATION AND INTENT

The Collective WE

WE are a city making an active and conscious effort to have difficult and sometimes uncomfortable conversations about what it means in practice to be anti-racist – both as individuals and across organizations, institutions, and systems.

WE intentionally invite and amplify the voice of youth, elders, and ancestors who have either inherited oppressive social constructs or worked on our behalf to dismantle systems for greater equity.

WE are a city working together to change our thinking of racism as conscious, intentional, and explicit actions and to also understand when it is unconscious, unintentional, and indirect actions.

WE recognize that although racism does happen to, and by individuals, it is often institutional too; meaning racist actions exist which are embedded in an organization and the way it is constituted, operates, and behaves towards certain groups and individuals.

A LACK of understanding of the root causes of racism and how it affects people who cannot dismantle the institutional structures gives rise to it, resulting in inequality and unfair outcomes for people of color and their communities.

Therefore, this charter demonstrates Tacoma's intent to address the current and historical roots of racist practices. We mean to reverse the damage and ramifications of this dis-ease. We mean to take action on where we as a city have been complicit with racism and be leaders in the conscious decisions that will be courageously taken locally as an example to the national landscape.

Defining Racism

Racism is the belief or doctrine that inherent differences among the various human racial groups determine cultural or individual achievement, usually involving the ideas that one's own race is superior and has the right to dominate others or that a particular group is inferior to others. Additionally, racism is the systemic oppression of a racial group to the social, economic, and political advance of another.

Institutional racism is a policy, system of government, etc. that is associated with or originated in such a doctrine, and that favors members of the dominant racial or ethnic group, or has a neutral effect on their life experiences, while discriminating against or harming members of the other groups, ultimately serving to preserve the social status, economic advantage, or political power of the dominant group.

An individual action or behavior based upon or fostering such a doctrine is racial discrimination. Finally, racism is racial or ethnic prejudice or intolerance towards people of color. (Dictionary.com, n.d.)

are committed to developing a definition with these communities that can be incorporated in future iterations of this charter.

Until we do that, we declare our commitment to the United National International Convention on the Elimination of All Forms of Racial Discrimination (see more on the United Nations Treaties website) and our obligation under the City of Tacoma's Anti-Racist Resolution #40622 to ensure sustained transformation of all institutions and systems that reinforce and uphold racism.

We also recognize that there are multiple layers to racism and discrimination. This means that such racism could impact people differently because of other human characteristics such as age, ability, gender reassignment, marriage and civil partnership, religion or belief, sex, sexual orientation, or socio-economic status. All these characteristics intersect (see the Additional Definitions section for a definition of Intersectionality) – overlap and impact on each other – and must be reflected in the difficult and sometimes uncomfortable conversations we need to have to realize our collective aspirations to be a just, fair, and more equitable anti-racist city.

Principles

Heal the Heart's anti-racism work has high potential to impact societal culture in Tacoma. As such, we encourage desired behaviors and will discourage behaviors that reinforce the status quo. We adopt the following principles (and invite others to as well) to enhance a collective culture that assures adaptation and thrival for those most impacted by racism.

We will support and actively recognize that people of color are not a monolith or homogenous group. We will continue to develop meaningful relationships that cut through barriers from within and between communities preventing people from being seen and heard and engaging in two-way dialogue to understand and address the issues that impact communities of color disproportionately.

We will celebrate and actively promote the history and achievements of communities of color, schools, colleges, universities, workplaces and through arts and cultural events to realize our shared history as core to American history.

We will nurture, showcase, and award the talent in our diverse communities, so that people of color are recognized and celebrated as role models too, not just by people of color, but also the wider community.

We will assure community spaces used by the public are accessible, affordable, and inclusive for everyone's use, reflecting the diverse needs of the people of Tacoma.

We will work together to ensure governance structures of organizations in this city are diverse and representative of the people they serve.

We will tackle institutional and structural racism. People in positions of power and leadership exhibit the moral leadership and conscience to raise their voices against racial injustice and empower people to speak truth to power in a fear-free, supportive environment.

We understand fully the damaging impact of evolving immigration law such as the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 on Southeast Asians and other people of color in Tacoma.

We acknowledge that people of color will have a "lived experience" of racism that all communities and generations need to learn from, to prevent future generations experiencing the same systemic discrimination and outcomes.

We represent and equitably resource initiatives that advance equity for people of color as a key feature of local democracy and future equity, diversity, and inclusion initiatives.

We assure that young people from working class communities and of non-white heritage are provided with equitable access to places, facilities and opportunities that may be perceived by them to be reserved for people with privilege. Young people are recognized as catalysts, educators, and agents for change.

FUNCTIONS AND RESPONSIBILITIES

The Core Coordinating Team is community-led, designed and in agency by those most impacted by oppressive systems and racism. The Core Coordinating Team serves as the central body to Heal the Heart.

In addition to the Core Coordinating Team, Heal the Heart includes a number of Transformation Teams established to design, implement, and evaluate personal, interpersonal, institutional, and cultural change strategies within societal sectors in which racism is most reinforced.

Responsibilities

While working to engineer and align local processes, people, and power for community-led, anti-racist systems transformation, the Core Coordinating Team holds the following responsibilities:

- Building and executing an authentic community-led process to identify priorities for anti-racist systems transformation in Tacoma
- Incorporating reconciliation work to authentically acknowledge the past and present harms of systemic racism and bring change that allows communities to be strengthened, served with greater equity, and ultimately experience healing
- Determining a method for recruiting and selecting participants of transformation teams from across Tacoma to conduct systems transformation and change work in priority areas set by community members of color
- Participating in community organizing, community relations, and community resourcing efforts that build the network of participants actively engaged in addressing systemic racism
- Helping transformation teams by participating in and connecting to partners, resources, and subject matter experts as Tacoma moves toward desired anti-racist systems transformation



Reconcile and Heal

Acknowledge and address harm as a means to reconcile and heal people and systems



Engage and Balance Power

Connecting people to power and process for change

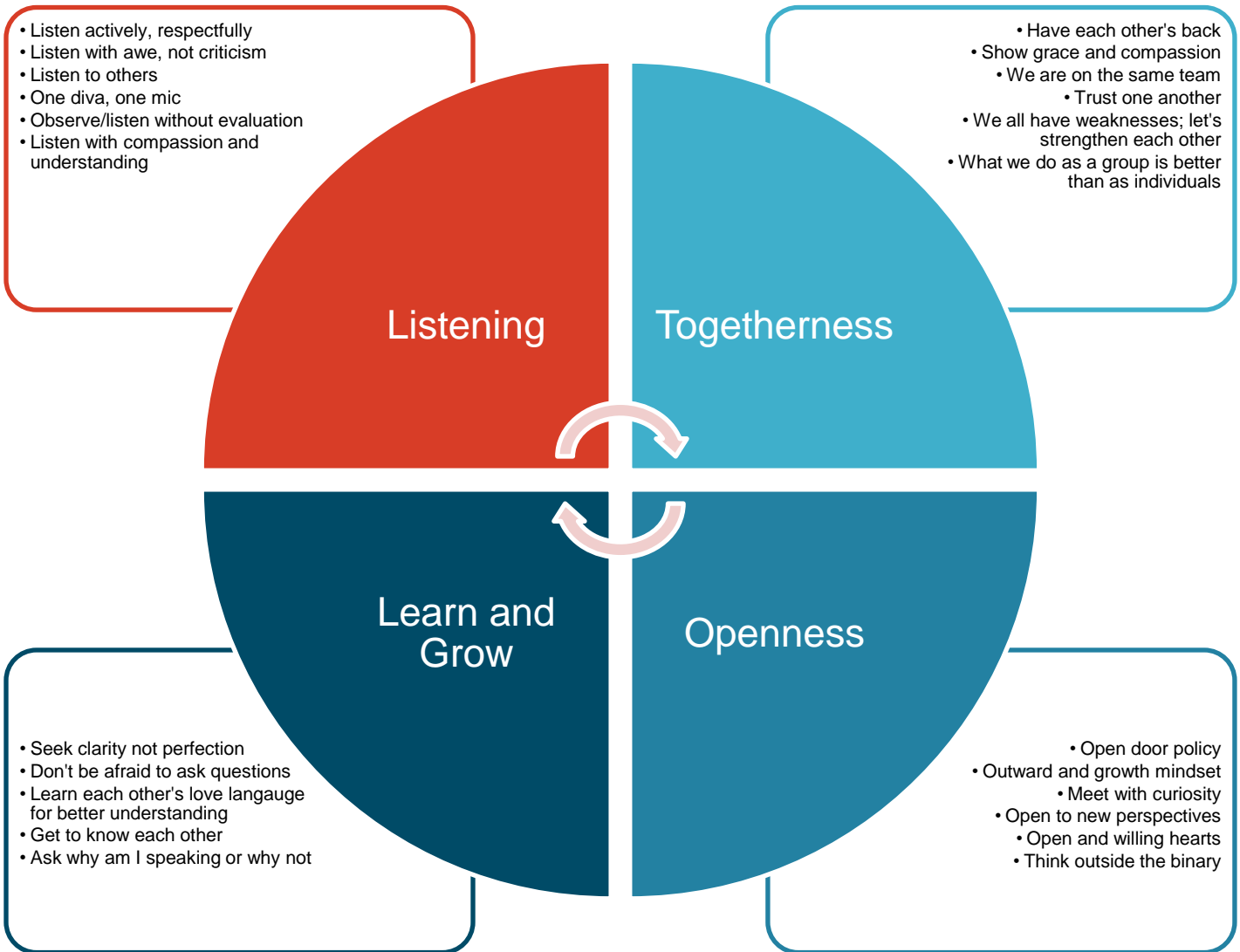


Research and Evaluate

Learn what works, implement and measure change

Operating Norms

Heal the Heart offers the following Operating Norms, Mindsets, and Behaviors to build community and culture. The expectation is that all will adhere and adopt these *ways of being* while participating in Heal the Heart. Norms are indicated by one word in the color blocks while mindsets and behaviors are explained to the left and right of the norms.



Decision-Making Protocol

Heal the Heart employs Consensus as its primary decision-making method. On the American continent non-hierarchical societies have existed for hundreds of years. Before 1600, five nations – the Cayuga, Mohawk, Oneida, Onondaga, and Seneca – formed the Haudenosaunee Confederation, which still works on a consensual basis today {seedsforchange.org.uk}. Consensus decision-making is where a decision is reached by the group as a whole. Everybody agrees to something in the end. We anticipate that community building and power sharing will result from consensus. The stages of consensus are:

<i>Steps</i>	<i>Process Detail</i>
<i>Introduce and clarify the issue</i>	Share background information on the issue and determine the questions that need to be decided upon.
<i>Open the discussion</i>	Make space for everyone to share their needs and opinions before launching into problem solving. If ideas come up early, park them for the next stage.
<i>Explore ideas in a broad discussion</i>	Identify multiple ways forward. Explore pros and cons. Identify key concerns, needs, and objectives.
<i>Form a proposal</i>	Look for a solution that meets everyone's most important needs. This may involve integrating elements of different ideas.
<i>Test the agreement</i>	State the proposal and check for agreement. Start by asking who is against the proposal and why. Then call for responses.
<i>Thumb Up = Agreement</i>	This means, "I support the proposal and am willing to implement it."
<i>Thumb To The Side = RESERVATIONS or STAND ASIDE</i>	The responder must articulate which meaning so everyone is clear. RESERVATIONS = "I still have some problems with the proposal, but I will go along with it." STAND ASIDE = "I can't support the proposal because . . . but I don't want to stop the group, so I will let the decision happen without me and I won't be a part of implementing it."
<i>Thumb Down = Blocking</i>	This means, "I have fundamental disagreement with the core proposal that has not been resolved. We need to look for a new proposal."
<i>Too Many Thumbs</i>	If there are too many Thumbs Down or Thumbs To The Side (more than 25% of all participants) – modify the proposal further or create a new one.
<i>Second test of the agreement</i>	State the modified proposal and check for agreement using thumbs up/side/down. If consensus remains unmet, move to majority vote with the threshold at 75% agreement.

There may be decisions in which Heal the Heart uses Proportional Decision-Making which is where a person or subgroup has a greater say than others in specialized areas. Certain participants in Heal the Heart may have stronger connections than others to a particular issue or industry such as education, housing, and public safety. In those instances, their voices/opinions/recommendations will be considered by the group.

ACTIONS WE WILL TAKE

Every odd numbered year we will review this Charter, review the definitions, and reaffirm our commitment to be an anti-racist city.

Every even numbered year we will showcase the talent and achievements of people of color across the city – at awards ceremonies, through arts and cultural events, exhibitions, and storytelling conversations.

In the second year of the Charter, we will launch Tacoma-centric Anti-Racist City *Quality Mark* that organizations and community groups can download and incorporate into branded materials, after they have signed and committed to the principles set out in this Charter.

Design and establish a number of Transformation Teams that focus on specific systems in which racism is present and entrenched. These teams will be chaired by members of the Core Coordinating Team.

Identify and prioritize at least five (5) systems to be addressed through the establishment of Transformation Teams. One team will be established to address policing and/or public safety.

Determine how multiple Transformation Teams (including the Core Coordinating Team) relate to one another so that systems are connected and ensure greater accessibility, inclusion, and capacity for people of color to experience success.

Create a process for selecting members and terms for this team and subsequent Transformation Teams. Design the initial charge of each team and co-design the metrics for each Transformation Team.

Design and create a profile for membership on the Core Coordinating Team.

Initiate reconciliation work by identifying past and present harms of systemic racism; create a formal process to name past and present harms and a method to acknowledge impact and opportunities; and celebrate significant efforts to overcome these harms.

Create metrics and/or outcomes that measure how Tacoma is becoming an anti-racist city. Metrics should include human-centered change as well as systems change (i.e., policies, laws, structures). Evaluate those metrics over a period of time and publish a *community report card*.

Declaration

The inclusion of names is an acknowledgment of this Anti-Racism Charter. We commit ourselves, our organizations (as applicable), networks, associations, groups, and Tribes to the principles and actions set out in this charter to be an anti-racist city.

Anaid Yerena

Anna Nepomuceno

Bruce Kadden

Chris Tubig

Fahren Johnson

Kayla Davis

Keysha-Rae Cooper

Lawrence Abdul Coleman

Lucia Earl-Mitchell

Marcia Tate Arunga

Marquis King Mason

Patrícia Flores

Priya Saxena

Ronnie Gordon

Salvador Mungia

Vanna Sing

Verda Washington

Vhonda McElroy

ADDITIONAL DEFINITIONS

BIPOC

This acronym stands for Black, Indigenous (and) People of Color – it is an umbrella term for all people of color. {Merriam-Webster}

Racism Against Indigenous Peoples

Racism against Indigenous Peoples is expressed in historic actions such as massacres, forced-march relocations, the “Indian Wars”, and death by starvation and disease. Today these practices would be called ethnic cleansing and genocide. {Erica Irene Daes, Chairperson/rapporteur of the United Nations Working Group on Indigenous Populations}

Islamophobia

Islamophobia is rooted in racism and is a type of racism that targets expressions of Islam or perceived Muslimness. {All Party Parliamentary Group on British Muslims}

Antisemitism

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. {International Holocaust Remembrance Alliance}

Xenophobia

A culturally based fear of outsiders. Xenophobia has often been associated with the hostile reception given to those who immigrate into societies and communities. {Bordeau, J. (2010). *Xenophobia: the violence of fear and hate*. New York: Rosen Pub.}

Anti-Racist

A person who identifies and challenges the values, structures, and behaviors that perpetuate systemic racism. {National Conference for Community and Justice – St. Louis Region. Unpublished handout used in the Dismantling Racism Institute program}

Lateral/Horizontal Racism

The term lateral racism continues to evolve – most peer reviewed articles refer to lateral racism as lateral violence and/or internalized racism. It is defined as racism that is expressed across and outwardly rather than up, down, and internally. As defined, it is discrimination by people of color against other people of color outside their own racial/ethnic group. It is NOT people of color expressing discrimination towards whites. It is important to understand that oppression is a demonstration of racism and is prejudice/discrimination + power. Without power it's simply prejudice and discrimination. Oppression requires an activated reinforcement structure – which people of color do not have in American society. {Guelph Resource Center for Gender Empowerment and Diversity, Ontario, Canada}

Racial Hierarchy

Synonymous with racial caste system – racial hierarchy suggests that a rigid, stratified social system exists amongst racial/ethnic groups which is demonstrated through colorism, status, endogamy, and social barriers sanctioned by custom, law, or religion. {Websters Dictionary; Savala Trepczynski}

(author, lawyer, and Executive Director of the Thelton E. Henderson Center for Social Justice at the University of California, Berkeley); and Isabel Wilkerson, *Caste: The Origins of our Discontents*}

Cultural/Cultural Group

A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication. {Institute for Democratic Renewal and Project Change Anti-Racism Initiative}

Equity

A state in which all people in a given society share equal rights and opportunities. {Manza, J., & Sauder, M. (2009)}

Inclusion/Inclusiveness

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. {OpenSource Leadership Strategies *Some Working Definitions*}

Institutional Racism

Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color. {Potapchuk, M., Leiderman, S., Bivens, D., and Major, B. (2005) *Flipping the Script: White Privilege and Community Building.*}

Racism

A complex system of beliefs and behaviors grounded in a presumed superiority of the white race. These beliefs and behaviors are conscious and unconscious; personal and institutional; and result in the oppression of people of color and benefit the dominant group, whites. A simpler definition is racial prejudice+power=racism. {National Conference for Community Justice – St. Louis Region. Unpublished handout used in the *Dismantling Racism Institute* program.}

Intersectionality

Intersectionality is an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege.

Transformation

According to CIO Insight (an online technology advice source), transformation modifies beliefs so that actions become natural thereby achieving the desired results. Transformation is an internal fundamental evolution of beliefs of why an action is performed. Transformation may not require any external influence to maintain, but it does require foundational shifts from within. Activist and author of *Emergent Strategy: Shaping Change, Changing Worlds*, adrienne maree brown, says, "when something is transformed it no longer has the ability to do what it used to do."

Transformation Teams

Transformation Teams are essentially subcommittees of the Core Coordinating Team. These teams are designed to actively engage in systems change and transformation work within designated systems such as housing and education.

Systems Change

Systems change is the emergence of a new pattern of organization, system, or structure. It can be an outcome or a process.

Wisdom Council

A wisdom council is a form of citizen consensus participation. According to the Co-Intelligence Institute, a citizen consensus council is a microcosm of a larger population where citizens dialogue to deep agreement about issues of common concern. It is usually a group of 12-24 diverse citizens selected at random from (or to be demographically representative of) their organization, community, country, etc. A citizen consensus council deliberates about issues concerning the population from which it was selected and is professionally facilitated to a consensus about how to address those issues. Its final statement is released both to the appropriate authorities and to the larger population it represents, usually through the media.

Immigration

Immigration is the act of leaving one's country and moving to another country of which they are not natives, nor citizens, to settle or reside there, especially as permanent residents or naturalized citizens, or to take-up employment as a migrant worker or temporary as a foreign worker. Historically, in the United States when people leave their country to settle permanently here, they are called migrants or immigrants (from Latin: migrare, wanderer). From the perspective of the country they leave, they are called emigrant or outmigrant. In the United States Immigration and Nationality Act, an immigrant is an individual seeking to become a Lawful Permanent Resident in the United States.

Deportation

The United States federal government defines deportation as “the formal removal of a foreign national from the United States for violating the immigration law.”

Model Minority Myth

Since its introduction in popular media more than half a century ago, the term “model minority” has often been used to refer to a minority group perceived as particularly successful, especially in a manner that contrasts with other minority groups. The term could, by its definition and logic, be applied to any number of criteria, but it is perhaps the most commonly used to frame discussions of race. In particular, the model minority designation is often applied to Asian Americans, who, as a group, are often praised for apparent success across academic, economic, and cultural domains – successes typically offered in contrast to the perceived achievements of other racial groups. {Harvard.edu}

Oppression

The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society. {Adams, M., Bell, L.A., and Griffin, P. (1997) *Teaching for Diversity and Social Justice: A Sourcebook*. Routledge.}

Internalized Racism

When a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power. {<http://www.racialequitytools.org/glossary/internalized-racism>. Bivens, D. (1995). *Internalized Racism: A Definition*. Women's Theological Center}

Colonialism

Generally, colonialism is defined as the policy or practice of acquiring full or partial political control over another country, occupying it as settlers, and exploiting it economically. The Stanford Encyclopedia states that “colonialism is a practice of domination, which involves the subjugation of one people to another.”