



# Eastside Pathways Racial Equity Team Charter

Updated March 9, 2017

## MISSION/STATEMENT OF PURPOSE

Eastside Pathways believes that racial healing and racial equity are essential to accomplishing our mission of supporting children, families and communities in creating and strengthening the environments in which vulnerable children succeed. As a partnership, we actively support efforts to identify and dismantle systemic racial inequities that limit opportunities and hold some children back.

We seek to inform and change hearts, minds, and the deep-held, often unconscious biases that are frequently at the core of structural racism. By elevating awareness and understanding of the inequities faced by children of color in our community and by working together to change the way we support and partner, we seek to fundamentally improve outcomes for children confronted by these barriers and open pathways of opportunities for all.

## OBJECTIVES

1. **Raise the racial consciousness of Eastside Pathways Partners.** Prep the soil. Sensitive, yet firmly carry the importance of racial equity.
2. **Align Eastside Pathways Partners around racial equity,** what it means, why it's important and how their organization can align.
3. **Support Eastside Pathways partners in racial equity work.**

## WORK IN PROGRESS

### *Scoping Question:*

How do “**we**” work together differently so that.....?

### *Diagnosing:*

By end of May 2017 identify the “**we**” (School, Parents, Youth, Businesses, Transportation providers, Community Based Orgs, etc.).

### *Mobilizing:*

- Equity Self-Assessment is being drafted for EP Partners
- PEG Regional Conference planning and support

*We envision a community where every child is happy, healthy, and successful.*

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## WORKING AGREEMENTS (DRAFT)

- Confidentiality
- All voices heard & intentionally invited.
- Have fun. Laugh.
- Expect/share conflicting views.

## PEG – Four Agreements

- Stay engaged
- Experience Discomfort
- Speak your truth
- Expect/Accept non-closure

## PEG – Six Conditions

- Focus on personal, local and immediate - interested in working on things that I can actually impact.
- Isolate race - Clarify. Keep the focus on the racial issue instead of other "isms".
- Normalize social construction & multiple perspectives
- Monitor agreements, conditions and establish parameters
- Use a “working definition” for race
- Examine the presence and role of “whiteness”

## PEG Compass

- Monitor Compass

***Emotionally*** – responding through feelings...

***Intellectually*** – responding through thinking, often verbal, distance, mind, search for data and information...

***Morally*** – responding from a deep seated belief, often from the “gut”, soul, it’s about the rightness or wrongness of something...

***Socially*** – connect and respond through doing something, body, specific behaviors or actions

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Additions:

- Stay curious.
- Assume best intentions. (This is a journey.)

Getting away from abstract and conceptual.

## DATA

The data has not been identified as of yet.

## ROLES AND RESPONSIBILITIES

### *Partner Leads*

- Tom Brewer, Jubilee REACH
- Helena Stephens, City of Bellevue Parks and Community
- Shomari Jones, Bellevue School District

### **Members**

- Leslie Miller, City of Kirkland
- Alaric Bien, City of Redmond/EP Board
- Kenia Janson, UW Bothell
- Carl Kleinknecht, City of Bellevue Police Dept.
- Gwen Rousseau, City of Bellevue
- Stephanie Cherrington
- Heather Edlund, Bellevue School District
- Pam Myers, City of Bellevue

## DECISION MAKING

Decisions will be made by consensus using options (or types of “votes”) at the point of decision-making:

- **Support** the proposal – Agree this is the right thing to do and willing to implement/participate in next steps.
- **Accept** the proposal – Unsure or disagree this is the right thing to do, but will not stand in the way of adoption, and willing to implement/participate in next steps.

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- ***Disagree*** with the proposal – Disagree this is the right thing to do and unable or unwilling to implement/participate in next steps.
- ***Refuse*** the proposal – Such a high level of disagreement that adoption of the proposal puts the ongoing participation in the Collaborative and/or Eastside Pathways Partnership at risk.

## **MEETING SCHEDULE**

Second Monday of each month; 12:30 – 2 p.m.

Location: City of Bellevue

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