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EXECUTIVE SUMMARY

On April 26, 2019, the Satterberg Foundation, Technology Access Foundation (TAF) and Fred Hutchinson Cancer Research Center (The Hutch) convened the first annual Seattle Equity Summit. The Summit was the brainchild of C’Ardiss “CC” Gardner Gleser, program officer at Satterberg. The event intentionally brought together representatives from government, business, nonprofits, foundations and the community to engage in cross-sector dialogue about how to improve equity in housing, education and economic mobility for people of color and other marginalized groups.

The day consisted of:

1. A morning keynote by Kiran Ahuja, CEO of Philanthropy Northwest, urging attendees to be bold in their critiques of Seattle’s lack of equity and their actions to improve it.

2. A “cross-racial conversation” between Debby Irving, racial justice educator and Shay Stewart-Bouley, executive director of Community Change, Inc., a conversation which transfixed the audience and led to one of the most powerful moments of the day.

3. An interview of professor john a. powell, director of the Haas Institute for a Fair and Inclusive Society by Rochelle Riley, award-winning journalist, about john’s vision for a world beyond “inclusion”, characterized as “a soft kind of assimilation”, to a world where we all “belong” and “co-create”.

4. A plenary panel called Regional Challenges: What’s Working, What’s Next, moderated by Summit Co-Chair Aiko Bethea, (The Hutch), and featuring Rahim Rajan (Gates Foundation), Mariko Lockhart (Seattle City Government), Summit Co-Chair Trish Millines-Dziko (TAF), Phyllis Turner-Brim (Starbucks) and Edgar Villanueva (Schott Foundation).

5. Three simultaneous panel discussions, one on economic mobility moderated by Brian Stout (independent consultant), one on education moderated by Nikkita Oliver (poet, teacher and activist) and one on housing.
6. Three facilitated roundtable discussions, one each on housing, education and economic mobility, where attendees talked together about what they had learned and how they could move forward together. The three groups committed to continuing the work they began at the Summit.

7. A closing plenary featuring a spoken word presentation recapping the event by Aleca Gleser and Nikkita Oliver. The presentation was an original piece, devised in real time at the convening.

Here are the key impacts/themes of the Summit identified to date:

1. The Summit gave attendees a vision of and path to the larger “we”.
2. Seattle is hungry for conversation—and action—around equity.
3. Having intentionally diverse participant and speaker groups—in sector affiliation, race, gender and age—changes the dynamic dramatically.
4. Before attendees can take action to improve equity, they first must confront their own cultural awareness, sensitivity and competence.
5. The interest in continuing the work around housing, education and economic mobility is high.
6. The funders who participated are being inspired to continue the work.
7. Many attendees and speakers are interested in working to change policies, such as the tax code, in Washington State.
8. Attendees noted that housing, education and economic mobility are inextricably linked. It is important to include all of them when developing solutions.
INTRODUCTION/BACKGROUND

On April 26, 2019, the Satterberg Foundation, Technology Access Foundation (TAF) and Fred Hutchinson Cancer Research Center (The Hutch) convened the first annual Seattle Equity Summit. The Summit was held at the Bethaday Community Learning Space at TAF. Located on the grounds of a public park in White Center in Seattle, the Bethaday Learning Center is an eco-friendly, LEED certified building. The space accommodated the 150 people who attended the Summit.

As the first attendees arrived, excitement about the event was evident. People chatted enthusiastically about the line-up of speakers, which included local practitioners as well as national experts. Over a hearty, healthy breakfast, people from various organizations in the Greater Seattle area greeted each other with hugs. They shared that they did not know exactly what to expect from the day but had high expectations and were looking forward to participating in solutions-oriented discussions. Aware of the 250+ waiting list of people who, because of space limitations and plans to keep the convening small and intimate, were not included in the list of attendees for the Summit, those present speculated about why they had made the cut and how they could maximize being there.

Clarity about the purpose of the Summit was forthcoming. The attendees were soon to learn that the Summit was an idea imagined by C’Ardiss “CC” Gardner Gleser, Program Officer at Satterberg and co-chair for the event. Because of a personal commitment to social justice and a variety of professional roles and responsibilities centered on diversity, equity and inclusion, CC had attended numerous conferences, workshops and other convenings and observed essentially the same thing time and time again: a lack of cross-sector discussion to ameliorate racial, social and economic injustice.

Funders met with funders. Non-profit practitioners met with non-profit practitioners. Researchers met with researchers. Community activists met with other advocates and members of the general public. CC had not been able to find a summit that brought the various groups together. No one in Seattle had convened a meeting where people could share information, find out about common challenges and achievements, hear about lessons learned and collaborate on actions to ensure broadly shared benefits to the community. Recognizing the power and potential for impact from this type of cross-sector collaboration, CC set out to bring people from different sectors together to begin a dialogue.

The other co-chairs for the event, Trish Millines Dziko (co-founder of TAF) and Aiko Bethea (Head of Diversity and Inclusion at The Hutch) were also aware of the communication deficit and were eager to see cross-sector collaboration. Together, the three worked to eliminate silos and create opportunity for Seattle-based organizations to meet and engage in action-oriented dialogue. Trish agreed to provide the physical space for the Summit. Aiko agreed to plan content and help secure speakers. CC and the Satterberg team guided the programming and logistics for the event. With these partnerships established, the Summit Team contracted H2 Growth Strategies LLC to produce the Summit and manage the day to day coordination of the planning. Vivien Hoexter led the effort and partnered with independent consultants Sheryl Carter Negash and Catherine Savino to produce the event.

After almost a year of intensive planning, the Seattle Equity Summit 2019 assembled representatives from business, non-profits, government, philanthropy, and the general community for cross-sector dialogue around equity in education, housing and economic mobility.
The singular goal of the Summit was to provide a space for meaningful discussion across sectors. The benefits desired of and expected from this discussion included:

- candid conversation among attendees from diverse backgrounds and different sectors
- analysis and increased understanding of racial, social and economic “opportunities for improvement” in Seattle, Washington State and the rest of the country
- discovery of impactful strategies currently contributing to growth in education, housing and economic mobility locally and in other cities and regions
- delineation of ideology and methodology for continued progress in education, housing, and economic equity
- networking and expansion of community collaboration

When selecting the presenters and panel members for the Summit, the event planners were intentional. Rather than inviting a group of notables who routinely participate on the speaking circuit, the planning team researched and invited speakers who are local experts due to their day-to-day involvement in equity work. To contrast the work in Seattle with work in other regions of the country, the planners also included on each panel at least one person either working with a global or national organization or coming from outside Washington State.

**Once selected, speakers were provided the following guiding questions to help them formulate focused and cohesive conversations on stage:**

- How do we continue the conversation around diversity, equity and inclusion (DEI) in an honest and open way? How do we frame DEI work so that everyone in an organization views it as important?
- What policies can ensure that people of color and other marginalized groups participate fully and benefit
equitably as workers in the American economy? How do organizations effectively recruit and retain employees from diverse backgrounds?

- How can we expand homeownership and create more, better and sustainable housing options without displacing low-income individuals?

- What is the role of philanthropy in working with government and business to spur the innovation and progress that will benefit everyone?

- Black and brown youth are disparately punished by school disciplinary procedures such as suspension and expulsion. What is being done to create equitable procedures so that all students are treated fairly?

- What are schools (as well as government and nonprofits) doing about the opportunity/achievement gap to mitigate the disparity in grades, graduation rates and test scores for black, brown and disabled students, thereby eliminating the school-to-prison pipeline?

The planners of the convening used great care when accepting attendees for the Summit and when assigning attendees to breakout groups. Once the Summit was announced publicly, the Satterberg Foundation invited prospective attendees to indicate their interest in attending, rather than inviting them to register. The event planners then culled from the list a mixture of individuals from the various sectors (corporate, non-profit, government, philanthropy, general community) and a blend of racial, ethnic and gender identities to ensure balanced representation and enable true opportunities for cross-sector collaboration.

Similarly, when assigning prospective attendees to afternoon breakout sessions, the planners were intentional, carefully sorting attendees to ensure diverse groups (based on stated race, ethnicity, gender and sector affiliation) in each of the sessions. In addition, in an attempt to spark multilayered conversation and innovation, the planners assigned attendees to ensure a mixture of occupational expertise in all of the rooms. For example, education experts were assigned to the education breakout and also to the housing and economic mobility sessions to allow sharing of stories and methodologies with an equity lens from diverse experiences.

The planned breakout sessions included panel presentations and facilitated roundtables on each of the three focus areas to encourage attendees to consider, in small groups, what they might do personally, within their own agencies/organizations and through coalitions across sectors to create lasting systemic change in the areas of education, housing and economic mobility.
THE DAY BEFORE THE SUMMIT
(APRIL 25)

Pre-Summit Funders’ Conference

In the afternoon of April 25, 2019, on the eve of the Seattle Equity Summit, the Satterberg Foundation convened a Pre-Summit Funders’ Conference in collaboration with the Bill & Melinda Gates Foundation. Gates hosted the event, which was planned and facilitated by independent contractor Brian Stout.

The purpose of the convening was to bring together representatives from Seattle’s extensive philanthropy network to focus specifically on the role of funders in advancing equity. The conference allowed representatives of Seattle’s philanthropic community to make connections, float ideas and discuss strategic next steps to operationalize a more equitable standard of practice for foundations and other funders.

John a. powell, Director of the Haas Institute at the University of California, Berkeley, helped to establish the framework for the two hour convening, which brought together approximately 25 representatives of Seattle’s funder organizations, by providing an historical perspective of white supremacy and other systems which have contributed to inequity. He suggested that today, to combat inequity, we are in need of a new narrative, one which gives up the “ideology of whiteness”, moves beyond patriarchy, allows people from diverse backgrounds to share their personal stories, dispels notions of “the other”, expands the concept of “we” and creates a future where everyone belongs. He stated that currently there is conflict over identity and space, creating divisions. Society is in need of bridging of differences. Organizations with dollars to invest are positioned to help determine what this bridging of differences will look like in ways to best benefit communities. Systems must be created which include opportunity for sharing of stories so that thought may move to action.

Following John’s comments, Vu Le of Rainier Valley Corps shared a portion of his story and frustrations as the director of an agency that receives funding from philanthropic organizations. He encouraged funders to expeditiously develop funding criteria and processes that help to reduce inequity by removing traditional standards and restrictions that make it difficult for funded organizations to realize positive results. These restrictions include making the award amounts too small, insisting on too short timeframes for achieving results, and making performance goals too high and therefore unrealistic. He asked that enhanced funding procedures which account for systemic inequity be implemented immediately.

Once his remarks concluded, conference attendees were provided the opportunity to begin a movement to action. They were asked to discuss at their tables ways that their individual organizations may identify and implement viable strategies to create more equitable funding practices. Funders who were going to
attend the Seattle Equity Summit the next day were asked to hold on to the systems change mindset and be prepared to discuss at the Summit, with practitioners, business professionals and others in the community, ideas for advancing equity from the pre-summit conference.

**Pre-Summit Reception**

Immediately following the Pre-Summit Funders Conference, the Gates Foundation hosted a reception for Summit speakers and panelists in the Discovery Center, which features public education and exhibit galleries to highlight the global activities of the Foundation. The Foundation staff had set up a bar at one end of the large, beautiful space, which is divided into galleries. At the other end, several long counters under the windows were covered with platters of delicious food.

The deputy director of the Discovery Center, Charlotte Beall, welcomed guests with an invitation to explore the space and enjoy the food and drink. She talked about the Center’s mission of educating visitors about the foundation’s work aimed at improving lives and tackling global challenges. It is also the goal of the Center to inspire visitors to take individual action by connecting to organizations that work locally and globally.

Summit speakers ate, drank, mingled and got to know each other, as many had never met before. They browsed the exhibits and tried out the various interactive displays, marveling at the sophistication of the Foundation’s work and the care with which the whole space had been curated.

The summit conveners are grateful to the Gates Foundation for hosting the reception. The event was a fitting prelude to the summit the following day.
OVERVIEW/RECAP OF THE SUMMIT
(APRIL 26)

Just prior to the start of the Seattle Equity Summit 2019, some attendees participated in a “warm up jam”, movement intended to wake them up and help them focus on wellbeing to begin the day. Karen Terrado of The SIX, a local fitness studio, led the session.
Welcome and Acknowledgements
The main setting of the Summit, in the TAF multipurpose room, was designed to foster community, with chairs arranged closely together, facing a raised stage, and with attendees sitting side-by-side. Shortly after 9:00 am, with nearly every seat filled, two of the event co-chairs, CC Gardner Gleser and Aiko Bethea, launched the program. The co-chairs pointed out the significance of the Summit being presented by three Black women, expressed pleasure that so many people of color were present to engage in the dialogue, and explained that the Summit intentionally was not centered on “whiteness”, providing an opportunity to acknowledge and move beyond white privilege.

In their combined comments, CC and Aiko encouraged attendees to recognize that “race is the number one indicator” of inequity and to keep in mind that for people of color, efforts to achieve equity are not work, but everyday life. Therefore, lived experience should be valued. They encouraged attendees to use not only quantifiable data as evidence of need and progress but also to regard anecdotes as qualifying data when seeking solutions to inequity. They urged attendees to “fully show up”, “be authentic” and “lean into” the conversation, even when it might become “uncomfortable”, acknowledging that speaking about issues related to race can be uncomfortable for white people, while people of color have the conversations often.

The co-chairs went on to ask attendees, especially funders, to be cognizant of the “power of connection” and be willing to take a chance on the people in the community who are doing the work. They also urged these representatives of philanthropy to think about community outcomes when making funding decisions and to trust and support community practitioners who “know what they need” for service seekers. They explained that the success of the Summit will be gauged by the extent to which attendees continue to connect, to support each others’ visions and to invest monetarily, by “writing checks” with no strings attached to fund work in the community. Through applause and cheering, the attendees expressed appreciation for the unique approach of the Summit, for the summit organizers and for the comments made.
Emcees Jolyn GC, artist and social justice advocate, and Anthony Shoecraft, an avowed community leader and activist, created historical context for the summit by soberly and respectfully acknowledging that the Bethaday Learning Center and surrounding structures were built on land previously inhabited by indigenous people, people of the Duwamish. Through this action, the emcees poignantly reminded attendees of the historical oppression and privilege on which modern day inequity is based.

Mayor Jenny Durkan welcomed attendees to the Summit, affirming that opportunity and prosperity must be shared. She also cited current city programming (free and subsidized pre-k, 2 years free college, subsidies for transportation and childcare and the promise of internships and jobs) which demonstrates the commitment of local government to improving equity in Seattle.

Next, Sarah Walczyk, Executive Director of the Satterberg Foundation, offered opening remarks in support of the Summit and on-going work to ensure equity, stating that Satterberg has been making grants in California and Washington State for 30 years. She shared the foundation’s belief that when organizations “center and trust communities who are most impacted by environmental destruction and systems of racism, gender-based violence, occupation, and poverty; we create a sustainable environment where humanity and the natural world are in balance.” She explained that Satterberg grants general operating, multi-year support with 100% of their portfolio. She went on to state that the Summit was designed to bring together change makers to focus on ideas and create a model for systemic change in Seattle and beyond.

A highlight of the opening session was a spoken word presentation by Azura Mizan Tyabji, the youth poet laureate for Washington State. In her original work, “Seattle Freeze”, Azura sought to expose the inauthenticity and insensitivity in the ever-polite portion of Seattle society that claims to be engaged around and committed to equity, describing what it “be like” and accusing them of only being “talkative with the right language and silent around who it needs to be said to”. At one point, she questioned, “Am I making you uncomfortable?” Azura spoke to the indignities and frustrations of people of color striving to be seen and heard, when seeking funding for their communities from privileged, white funders. She described them as “pounding on the underside of the water” and being met with “i’ll give you the time if you bludgeon a breathing hole with your sister’s rib. i’ll give you funding if you convince me the value of your breath in 500 words or less”. She stated that the “difference between solidarity and charity is one demands I prove I’m drowning while the other shares the raft.”
Azura affirmed that this “work is hard and scary. We are dismantling systems while trying to envision freedom at the same time.” Yet, she extended a challenge to remain in the struggle and offered hope for eventual success, “Seattle freeze be like deliberately defrosting, be studying its reflection in the glass, be like I may not be able to map the next shore, but I know we need to get there. be like, we are mapping it now.” Her intention was to evoke self-reflection, draw attention to an existing narrative and help to bring about a change in behavior. The performance was punctuated by finger snaps of approval from many of the attendees.
Keynote Address: Kiran Ahuja, Philanthropy Northwest

The keynote address that followed, delivered by Kiran Ahuja, CEO of Philanthropy Northwest, further framed the issues of inequity that the Summit was designed to address and culminated with a call to action. Kiran talked about transitioning to Seattle after growing up and going to college in Georgia, then working in Washington, DC. She called for “bold action”, stating that there was expertise in the room to come up with solutions.

She shared her surprise at discovering that in a city with “progressive leanings and policies”, there is significant lack of equity in the public school system, with segregated school zones and “15 -20 % of the children” in the city, mostly white, attending private schools. Kiran commented on the slow speed with which affordable housing is built despite an “up zone” housing effort. She spoke to the need for businesses “to put equity front and center”, “taking advantage of hiring incentives, creating 21st century pipelines, and hiring the formerly incarcerated”. She discouraged “vilifying each other” and encouraged “building relationships.” Kiran attributed much of the economic malaise in the state to regressive tax laws that “undergird the lack of affordable housing and the lack of education funding, and drive up the cost of living.” Kiran opined “policies dictate racist behavior and not the other way around” and suggested that solutions to inequity may be found by examining and devising “antiracist legislation”.

Kiran went on to commend foundations, like Satterberg and others, which are “taking the lead on better understanding, addressing and tackling entrenched social and economic issues”. While stating that admittedly, “progress is and will be slow”, Kiran advised that everyone is needed at the table, discussing ways to move the city forward. She concluded her remarks by asking attendees to take a pledge to “to be a full and active participant” at the Summit, committing “to at least one action to move an equity action forward.”
Workshop: Deepening Cross-Racial Skills and Conversation

After a brief break, the morning program continued with an interactive session intended to provide attendees with tools and strategies to navigate often uncomfortable conversations stemming from or about race. The presentation was an “organic, cross-racial conversation” between Debby Irving, racial justice educator, and Shay Stewart-Bouley, executive director of Community Change, Inc. The two presenters also showed a video and discussed their thoughts about a poem by Norma Johnson, titled “To My White Friends: I Didn’t Tell You.” Debby and Shay have been having these conversations on stages around the country for close to a decade, modeling the challenges and opportunities of an authentic, ongoing cross-racial friendship/working relationship.

The presentation included opportunity for attendees to “turn and talk” to discuss concepts and issues raised. Debby and Shay finished their formal presentation and turned to take questions from the audience. Then, an incident that had occurred in the room earlier was revealed. This revelation led to a sentient exchange, possibly the most impactful and memorable discussion of the Summit.

Debby spoke about her privileged upbringing and how it had conditioned her to believe she could choose any path in life she wanted. She recounted her awakening to racial injustice through her work as an urban school teacher in Boston, and her decade-long journey to understand and transform her white privilege, including coming to terms with the “harm and violence of white tears”. She said that her process of waking up included her relationship with Shay, in which Shay calls her out when Debby exhibits white privilege. Shay spoke about her work at Community Change Inc., a non-profit advocacy organization in Boston, which was founded in 1968 and where she and her staff advocate for anti-racist policies. She described the challenges of becoming the first black and the first female executive director at an organization where, when she was hired, most of the board members were white. Both Shay and Debby candidly shared their thoughts and feelings about racially based encounters with others.
The presentation included opportunity for attendees to “turn and talk” to discuss concepts and issues raised. Debby and Shay finished their formal presentation and turned to take questions from the audience. Then, an incident that had occurred in the room earlier was revealed. This revelation led to a sentient exchange, possibly the most impactful and memorable discussion of the Summit.
A black woman who had been seated near the back of the room was the first to speak. Shay describes the incident this way in her blog from May 6, 2019. “...Debby spilled a cup of water, and she didn't clean it up because she was caught up in listening to a speaker and then we had to get ready to go on stage for our own presentation. The spilled water soaked a woman's belongings—a Black woman’s belongings. The Black woman had to clean up Debby's spilled water and she waited until the question-and-answer portion of our presentation to rightfully call Debby out. As her presentation partner, it was horrifying and upsetting. It was also when the work we do became real as the audience members of color took Debby to task for her privileged and racist behavior.”

Shay's blog continues, “That spilled water was about more than water; it was every moment when a Black person was dismissed or unseen by a white person. It’s standing in the line and having a white person insert themselves right in front of you, as if you weren't even there. It’s the collective hurt of 400 years of being erased by white supremacy.”

The day after the Summit, Debby tweeted, “This is as real and uncomfortable as it gets. My white lady behavior triggers a roomful of people there to do deep equity work. And my partner, who's taken a risk to share a stage with me, then has to clean up the mess.”

Before that portion of the Summit ended, several black women seized the opportunity to unpack the water spilling incident and its implications about dealing with whiteness. These persons engaged in a real-time, real-life conversation with Debby and Shay, similar to the presentation that the two presenters had just modeled, in front of the community assembled in the room. During this exchange, to broaden the conversation, white attendees were asked to join the discussion to share how the incident impacted them. Only one white woman shared in the public space. However, the water-spilling incident dominated the rest of the Q&A session and was a recurring topic of discussion in personal conversations among attendees, during and after the lunch break that followed. Reflecting on the episode with the water later in the day, CC Gleser remarked that what made the moment so powerful is that it highlighted what Black people experience all day, every day. That moment was a microcosm of the Black experience in America. For people of color, having something done to them and then being ignored is so familiar that it hardly bears mentioning. What made this incident so special was that everybody present witnessed and talked about it. It became a central element of the summit.
Attendees enjoyed a nutritious lunch prepared by That Brown Girl Cooks! and including multi-cultural and multi-ethnic food items and flavors. At the end of the lunch break, Karen of The SIX facilitated breathing and stretching and then encouraged attendees to dance to Beyonce’s powerful song Freedom! as a way to prepare for the afternoon sessions.

When the plenary session resumed, emcee Anthony acknowledged the bravery of the woman who had challenged Debby, calling the moment an “extraordinary act of disruptive leadership and courage”. He commended the three co-chairs for setting up the day so that people of color would feel safe expressing themselves, at the same time pointing out that in most settings, that kind of courage “can cost us our livelihood, and our jobs”. He called the incident “the work in action” and the “actual work”, i.e. exactly what should have been transpiring at the Summit.
A Conversation: Working Together to Change Systems

After the lunch break, John A. Powell and Rochelle Riley took the stage to engage in a conversation themed, “Working Together to Change Systems – How can practitioners, policy makers and funders effectively collaborate to accelerate attaining equity in Seattle? What would it take for Seattle to be a model for equity by 2024?” John is the director of the Haas Institute for a Fair and Inclusive Society at UC Berkeley. Rochelle is a columnist with the Detroit Free Press.

Making the equity discussion relevant to Seattle, Rochelle suggested that the first question to consider was what equity looks like in a city that is “2/3 white”, “whose city council has no black members”, and whose “community leaders are mostly non-black”. She went on to describe Seattle using the words of columnist, Knute Berger, who wrote a couple of years ago, “we are a progressive city…, but we’re also one of the whitest and we’re struggling with that… White Seattleites have long fancied themselves as being above and beyond racial prejudice, ignoring the fact that many of our pioneer ancestors came to the northwest to get away from racial strife…, if we avoided people of other races we could live in peace, so the thinking went… Native Americans and Chinese were expelled from the city…, Japanese were interned during WWII … blacks were clustered in the Central district…and along with Asians and Jews, they were banned from neighborhoods through covenants and redlining…Racism is baked into both the history and structure of the region”.

Given those facts, Rochelle asked John, a former resident of the city, what he thought of Seattle. Can the problems of Seattle be solved? He responded, “In some ways, problems are unrealized opportunities.” For him, the question is not whether Seattle can change; the question is whether or not it will change, and actualize all its “unrealized love, brilliance, energy and innovation”.

John noted that even when people have good intentions around deconstructing racism, they get caught in the structures that perpetuate racism, structures such as racial and gender hierarchies. He noted that people have to work both at the personal and the structural level. If they do that, “we will have a future worth living”.

Rochelle asked, is transformative change about a ship to be turned, or a house to be built? John replied that it is both. Some things must happen right away and some things will take time. John said “belonging” is a better word than “inclusion” because inclusion is a “soft kind of assimilation”. Belonging is about “co-creating”, and is a better word to express the house to be built. “Belonging calls on us to do something more profound than inclusion.” Then what we build is “not just a new house, but a new ‘we’”. “We reconstitute who we are”, moving from the ideology of whiteness, which constitutes a culture that is hierarchical and exclusive, to a place where “we are all connected and respected.”
What to do about the fact that some people think there is no need for change? John cited research that if 20 to 30% of people are on board with a change, the change is possible. It is not necessary to wait for everyone to be on board. People who are organized, deliberate, and intentional make change. You cannot wait for everyone to get on board, you have to start the work now.

John believes change is always happening. He referred to the split in the world between those who are organizing around “white dominance, ethnic dominance”... “people who are building a small ‘we’, and people who are building a larger ‘we’”. The question is whether the world will gravitate toward the virulent racism of the small “we” or the more inclusive vision of the larger “we”.

He noted that change will require an alleviation of suffering, not the suffering that all people face because of sickness, but what he calls “surplus suffering,” like homelessness, discrimination, and segregation. What makes suffering intolerable is if it is meaningless.

John believes that whiteness causes suffering, both for white people and people of color. Whiteness is about deep fear and anxiety, fear of the world, “how do I control all these things”, whether these things are the earth, women, or black people. John believes that by achieving belonging and co-creating spaces that we share, white people will benefit by being relieved of their suffering and move beyond whiteness.

Rochelle shifted back to Seattle, and asked what models Seattle could follow to increase equity. John replied that some really good things had come out of Seattle, such as the $15 minimum wage, even though it excluded domestic workers. The Government Alliance for Racial Equity, which led to the creation of sanctuary cities, started in Seattle. Starbucks had made a good faith attempt when it brought in experts to train 80,000 workers about implicit bias.
When asked where else folks in Seattle could look for examples of best practices, he said, “They’re all over.” California a few years ago reduced four felonies to misdemeanors, affecting 2 million people. In Florida, the legislature recently reversed the felony disenfranchisement of 1.4 million people.

john called equity a “platform”. “Equity is a way to change the conversation.” One should not pick housing, or education, or economic mobility, one should do all of it from that platform. He exhorted the audience members to work together to create that platform. “If we show up, we win.”

When asked about meeting people where they are, john responded, “You have to meet people where they are, but you don’t leave them there. If you are ready to move, move.”

An audience member asked how to help corporations become more committed to equity. john responded that it is not really their money. “We have to deal with the problem of concentrated wealth. john believes that “all wealth is common wealth”. The whole distribution of wealth is problematic. The extreme income inequality is problematic.

john favors reparations, repairing what was done. “Slavery built this country”. The estimated cost of reparations, at $5 trillion, is not a lot of money. Yet, something radical must be done and systems must be examined so that the systems will not take the money away in a generation. A sophisticated plan is needed. The repairing should not just be tied to slavery but should counter the effects of Jim Crow laws and other forms of institutional oppression that happened afterwards, as well.
Plenary Panel: Regional Challenges: What’s Working, What’s Next

The afternoon continued with a cross-sector panel intended to examine equity in housing, education and economic mobility. Moderated by Summit Co-Chair Aiko Bethea, (The Hutch), this panel included Summit Co-Chair Trish Millines Dziko, (TAF), Mariko Lockhart (Seattle Office for Civil Rights), Rahim Rajan (Gates Foundation), Phyllis Turner-Brim (Starbucks) and Edgar Villanueva (Schott Foundation). Wanting to continue John Powell’s theme of reconstituting who we are, Aiko asked the panelists to consider the concept of “big we” and the “little we” in their discussions.

She asked panelists to reflect first on when change has worked or almost worked in their respective sectors. Edgar talked about more people of color working in philanthropy, although they are not in senior leadership positions or on boards, where the real decision-making lies, and how that has led to “raw, real conversations” that make him hopeful that philanthropy is finally getting under the surface of “white equity”, meaning much conversation that has not resulted in real change. He also said, “We pat ourselves on the back but we have a long way to go.”

Phyllis spoke about how, when she was first in business in the 1980’s, as people of color entered corporate America, companies were making intentional, purposeful efforts to ensure equity. In some contexts, people were less afraid to talk about affirmative action. There were goals around people of African descent and structures in place to do very detailed professional development. As a result, there is a cohort in some companies of senior managers who are in executive positions. She observed that, “I don’t see that core, detailed intentionality today.”

Trish observed that in public education, the education model that TAF uses has been successful, as a full school model. Systemically, Seattle is focusing on getting more teachers of color in the classroom. She is concerned about how philanthropic dollars will be allocated to do that. As traditionally happens, major funding will go to white people who will then use significantly fewer dollars to seek assistance from people of color on how to get teachers from the community. She is also concerned about retention of teachers because of the types of
experiences teachers of color have once they are in the classroom. She said, "I actually put it on the shoulders of principals once we get our teachers of color in the classroom. Principals need to be held accountable, and they are not."

Rahim, from his perspective as a specialist in post-secondary education, said that the United States has been an imperfect system but has made progress on access over the last 30-40 years, and has been quite successful at getting more people to enter post-secondary. But many of those students do not succeed once they are in college because schools are designed for students from 50 years ago.

The majority of students who go to college today are older, are working, have dependents and have been college students before, earlier in their lives. The structure is not designed for those students.

The educational system needs to be redesigned to serve today’s students. Rahim observed, “That is the work that is so important that needs to be done, because the data and evidence is very clear.” People who have post-secondary education are the ones who succeed in life and have economic mobility.
Aware that government historically has represented historical and systemic racism, Mariko has been impressed with the different conversations in Seattle since she returned after an eight-year absence. While there has not been sweeping change, she is hopeful about the fact that there is discussion about what white dominant culture looks like in policy-making rooms. “There is a lot of examination about how we are perpetuating racist practices and replicating racist outcomes.” The work is how to impact systems in a way that is sustainable.

Aiko asked what the panelists thought about the need for charity. Would it ever go away? The panelists had different perspectives:

• an acknowledgment that foundations alone cannot solve big societal problems; collective partners are needed

• philanthropy would not be necessary if all the wealth that should be in the tax system to pay for the social safety net were in it

• a rejection of the notion of charity because the transactional nature of charity may not be the right construct. “There’s money in poverty – otherwise we wouldn’t still have it. People get rich off of poor people”; the concept of charity is also about control.

Panelists agreed that some post-secondary education is vital in today’s economy. Black and brown students cannot afford to stop with just a high school education. People look for a credential of some type. It doesn’t have to be a traditional four-year degree, and the subject matter of the degree is important. While Science, Technology, Mathematics and Engineering (STEM) are strong majors, not everyone is interested in these subjects. So, whatever majors students choose should provide ample access to career paths enabling graduates to recoup the cost of the education.
Aiko asked the panelists their opinion of the American Dream: Does it apply to people of color and should it be the goal? Mariko observed that a car and house are not the millennial dream, but everyone should be able to attain it if they want it. It should not be predicated on whiteness or proximity to whiteness. Edgar opined that the American Dream is not real. We have been taught that if we work hard we can get what we want. But the reality is if it were about working hard, people of color would not be living in poverty. He said, “Poverty is a product of intentional policy and theft – free and exploited labor.” Rahim said he is an immigrant and first gen college graduate; he agrees that the American dream is not real. As a Muslim, vulnerabilities are real. He worries about what is currently going on. He advised communities of color to “have a capital aggregation strategy.”

The moderator posed a question about the price of being the “only person of color in the room”. Phyllis said the only places in her life where she was ever in the majority were in her house and in church. She said, “I had to be the smartest one in the room” in college. In the employment sector, she came to realize she was in a “transaction”. She may enjoy a nice salary and other benefits, but her company benefits from her presence, making more money than they pay her because she is there. She is not just happy to be there; she is entitled to speak her mind. She brings her authentic self and is unapologetic.

Trish agreed. She knew what to expect in industry, having to work harder than everybody else and put in time in order to move up. Then one day, she was uninvited from a recruiting trip to an HBCU because, her supervisor said, “I asked Mark to go. He’s half black.” Her supervisor was telegraphing that despite her hard work, in the eyes of that manager, for that task and no doubt others, Trish added value almost solely because of her race. She was being used as a token. Trish added, “That was it for me. I started taking control over who I was in the corporate space.” She stayed another several years but on her terms. She hoped the non-profit world would be better but discovered that it was just as “white and racist as the corporate world”. So, now she chooses to speak up about issues and does not participate just because representation by a person of color is needed. She makes sure that she will benefit or brings something besides her social identity to the work.

The final question was about how the panelists stay connected with community, balancing the presumed prestige that comes from proximity to whiteness. Phyllis does a “fair amount of mentoring”. She warned against getting one’s value system tied up in a particular system. You bring value because of who you are, not because of proximity to whiteness. You can be replaced any time in most corporate environments.

Rahim said in philanthropy, you must bring humility to the work, “You have to stay deeply connected to the communities you serve. That means listening to the truths that are hard, that we may not be prepared for.”

Edgar finished the discussion by telling the attendees that navigating white spaces, not being compromised from being in privileged spaces requires deliberate thought and action. He has been on “an intense journey to decolonize my thinking, to reconnect with my family, my culture. That is imperative for all of us.”
Breakout Group Panels + Facilitated Roundtable Discussions

By late afternoon, the program was running well behind schedule. However, attendance at the Summit remained high, with standing room only when attendees were asked to break into smaller groups of 30 to 40 and move to classrooms for more focused examination of equity in housing, education or economic mobility.

In the first breakout room, Michelle Merriweather (Urban League of Metropolitan Seattle) moderated the Housing Equity Panel, titled "What’s Working Here and in Harlem?". She was joined by Andrea Caupain Sanderson (Byrd Barr Place), Malcolm A. Punter (Harlem Congregations for Community Improvement), Gregory Davis (Rainier Beach Action Coalition) and Kristin Brown-Patrick (Mary’s Place).

The housing panel set out to discuss three general questions: 1) the positive work that each of them was doing that could/should be scaled to solve for greater impact 2) explanation of the frame of reference and career path each panel member brought to their work and how that experience impacted their work, and 3) how the folks in the room could partner to enhance/support your work and/or create/change policy that would advance your cause.

Other prospective topic areas included the following: 1) In other rooms folks are talking about education, and workforce development. How is our housing crisis disrupting success and strides toward equity in these other areas? 2) Most members of this panel were raised (and/or work) outside of Seattle. How do your experiences in your work here compare to what is happening here in housing or how does your frame of reference show up in the work you are doing? 3) If the “American Dream” is to still include home ownership, how is that possible for us in Seattle and New York considering the skyrocketing cost of housing, taxes, etc.? 4) Seattle and NYC have some of the highest homeless rates for Black People and other people of color in the country. How are you and your organization doing your part to solve our homeless crisis? 5) What is working and how can we scale what is working?

Because the moderator intended the session to be a conversation and not a question and answer session,
the topics in the proposed questions were addressed but not in linear order. Below are some of themes that emerged:

- Center young people in the work because they make up a large number of the homeless population and are the ones to benefit in the long run. They have voices that should be heard.

- Center/consider the impact of transit on housing. Accessibility to transportation impacts where people choose to live and impedes life functions if housing is far removed from other services and activities.

- Acknowledge homeless people as humans and say hello. Seeing people as human beings impacts how they are treated.

- Prepare our organizations functionally for the future and our leadership for shifts. We must document chronologically the promises that have been made by the City and other partnerships and hold people to them, as shifts in city policies and partnerships change over the decades and gentrification occurs.

- Keep in mind that community land trust conversations in the Pacific Northwest are white and about land ownership. Some people don’t want to be in that space. There are cultural layers here about how space is shared or owned. Africa Town is working to develop a mixed space of land ownership and rentals, ultimately to provide spaces for what people want. One third of the people don’t want to own land but want to be in this community. There is a difference between community led versus community engaged and community owned processes. How do we have the community ownership?

- We need to be ready to occupy... El Centro De La Raza, NAAM had to do this to claim their space.

- At the Equity Summit, the Mayor was not asked any questions. The inability to ask questions impedes the ability to hold government accountable.

- Consolidate voices for greater impact.
In the second breakout room, Brian Stout (Independent Strategy & Policy Consultant) moderated the panel on economic equity, titled “Building An Economy That Works for Everyone”. He was joined by Vanessa Daniel (Groundswell Fund), Mary Le Nguyen (Washington CAN), mark! Lopez, (East Yard Communities for Environmental Justice) and Boting Zhang (City of Seattle Equitable Development Initiative).

The objectives for this session were to help attendees develop a more expansive view of what the “economy” is and look at the system holistically. The intent was also for attendees to grapple with the idea that power matters, and that process is as important as outcomes; working together will determine what the economy looks like. The panel members prepared to cover three main areas: 1) Tell a short story about their own equity journey, 2) Consider how we can think about building an economy differently and what each person on the panel was doing in their work to bring about this shift, and 3) identify an actionable recommendation for how we can build an economy that works for everyone.

Because of the water-spilling incident earlier in the day and prior discussions during the day, the attendees in this session determined that community healing is necessary before specific action steps can be devised. The following themes related to healing emerged from the session:

- Collective care - sharing of stories
- Delineation of how we connect as people and why; owning where we are and the history of where we have been (remembering, recognition, documentation)
- Therapy, using art/culture as a tool
- Apologizing (humility, generosity and repairing)
- Devise a tool for ranking of fundraisers/organizations using a shared definition of and criteria for equity

Moving beyond community healing, some big ideas from which to source future action steps include the following:

- Devise policy/systems changes
- Center voices of color in discussions
- Create hunger for power
- Bring together community who is hungry for power to co-create spaces where people belong
- Take your power. Skill up. Own the room.
- Provide power and money to marginalized communities to use for experiments to achieve improvements
- Create a village – invest in the village; patronize businesses in a "black book"; stop asking for discounts
- Teach children in the community financial literacy
- Focus on micro-enterprise development
- Fund apprenticeships and quality traditional education programs
- Demand tax reform that is less regressive and expands systems to be equitable
- Research universal income
- Reform democracy – build community accountability for government
- Enhance systems to include collective decision-making and participatory budgeting
- Research and consider scaling the Ujima project – a cooperative funding model of businesses
Nikkita Oliver (Creative Justice) moderated the third breakout panel, titled “Access and Opportunity for the Next Generation”. Panelists in this room included Daniel Pak (Totem Star), Manuela Arciniegas, (Andrus Family Fund), Keisha Sopher Scarlett (Seattle Public Schools), Lindsay Hill (Raikes Foundation), and Azura Mizan Tyabji (WA State Youth Poet Laureate).

Some of the overarching systems-related questions that this panel considered were:

1) What is the impact we are hoping to achieve by creating strategies for “education equity”?

2) What are some of the barriers or obstacles to “education equity”? Conversely, what is happening in “education equity” that is making change/transforming the system?

3) What are the best strategies for working alongside those communities most impacted by inequity in the system/education system?

4) How do we effectively create more spaces where young people lead the way when it comes to (their) education, systems change, equity, etc.?

5) What is the importance/power of art and culture (cultural work) when we are working towards “educational equity”?

6) How do we move forward from “common core” which causes harm by devaluing culture and history?,

7) Do we teach the right knowledge and skills in classrooms?

8) How can foundations and funders follow the lead of impacted communities when it comes to strategies, investments, funding, priorities, etc.

Below are considerations for future discussions related to education equity that surfaced during the discussion:

- Typically, school reform efforts involve very little family input; sometimes there is token involvement
only. As a result, reform that actually meets the needs of students and their parents is not implemented.

• Schools are in competition with one another, scrapping for resources; the determining factor is usually if parents have access to money or not

• Policies are passed, but not implemented, and there is no real accountability (example: all WA schools are required to teach a certain Native American history and culture curriculum, but this has only been sparingly adopted in practice)

• Postsecondary education has changed so much. Fifty years ago, a student would finish high school, go to Boeing, and be trained on the job. Now, college allegedly replaces that training, but there’s no alignment between the worlds of academia and reality.

• Establishing a Student Bill of Rights may be a solution, a living document that could transcend political lines.

• Advocates and activists must determine if it is worth it to continue to try to reform a system; or should we just trash it and start over again? Either way, how do we coordinate our actions?

• How do we move to a more community-based curriculum or overall school system?

• How do you focus on restorative, community-building, social-centric education while balancing with all the present-day emphasis on hard sciences and math? Are we raising humans or just coders?

• What is Satterberg going to do with all this information? What, if anything, pulls us (the attendees) back together?
The original design for the afternoon of the Summit included 60 minutes for the topic specific panel presentations, followed by 60 minutes for the facilitated roundtables where attendees could flesh out ideas and develop action plans. Attendees were to incorporate the learnings from the day into concrete next steps.

Sessions earlier in the day were necessarily given more time, shortening the afternoon roundtable discussions. While actual plans were not developed at the end of the day, each of the three breakout sessions yielded much information worthy of further discussion. From this discussion, action plans may be developed going forward.
Summit Closing

Attendees reconvened in the plenary room for closing comments by the summit co-chairs. The room was still packed with attendees and the energy in the room remained high.

During their closing comments, co-chairs CC and Aiko thanked the attendees for coming, for leaning in when things got difficult and for staying until the end, despite the fact it was a warm and sunny day in Seattle, which is rare in April.

The co-chairs also reminded the attendees that they should do something after the Summit. They suggested that people of color should “push the limit to own their space”, speaking their truths and remembering that they have a community to support them, even if they are the only people of color in the room. White people should help other people own their space and speak their truths, lending support by “stepping up, saying something, and/or writing something”. Funders should figure out how to write some checks “with no strings” attached.

Two funders responded immediately to the request, offering to help sponsor the summit next year.

The formal portion of the Summit ended with a spoken word presentation by Nikkita Oliver and Aleca Gleser, who had captured the events of the day in an original poem called “Seattle, Equity?”.

They began by reciting together these words:

Currently, currency is dragging me. Rip tiding our reality. Pulling us under a tsunami we cannot ride, but not for lack of trying. Not for lack of working. Not for lack of talent. Not for lack of swimming. We just keep swimming.

They then alternated between speaking individually and together, building to a climax with these words:

Today

N  We are sounding the alarm
Tired of the burning house
When we are asking for a home
A  So let this one burn to ash
Bring beauty where pain was once sewn
Our home is the we
B  Both A collective no individual can own

Attendees reconvened for a networking reception on the main level of the building. They were animated, wanting to debrief the events of the day with each other. All agreed that the Summit had been a powerful beginning and call to action.
IMPACT OF THE CONVENING

The impact of the Summit will continue to grow over time, but already it is possible to discern key themes.

1. The Summit gave attendees a vision of and path to the larger “we”.

This means reconstituting who “we” are and creating a space where we all belong. As one attendee put it:

More trust and relationship is needed so that all the resources available to achieve types of equity can be accessed and flow freely. Community is the most powerful tool we have; the bigger the “We” we build, the more powerful we can be achieving our goals.

2. Seattle is hungry for conversation—and action—around equity.

Three hundred people applied for the 100 spots available, indicating that interest is high, and there is opportunity for more discussion with a larger group in the future. One attendee sounded this warning note:

As I think about belonging and how it takes time to create spaces and trust spaces - I fear our desire to get into the work quickly and get things done negatively impact the depth and breadth of connections we can make. If we don’t make time for belonging, it will not happen.

3. Having intentionally diverse attendee and speaker groups—in sector affiliation, race, gender and age—changes the dynamic dramatically.

The preponderance of non-white attendees meant that whiteness was not centered at the event. This provided a supportive space for people of color to speak freely about white privilege and its effects on them. The incident with Debby Irving and Shay Stewart-Bouley was the most notable example of this. One summit attendee explained:

“I’m so pleased to have been in the room for this remarkable day. It was shocking, in the best way, to see this conversation take place with white people in the room. People who consider themselves allies, but most likely few of them have ever been that inside a conversation of race with POC talking without being interrupted. I believe your goal of making people uncomfortable was successful. Thank you for allowing me to be part of the day.”

4. Before attendees can take action to improve equity, they first must confront their own cultural awareness, sensitivity and competence.

The Debby-Shay incident caused considerable discomfort for many attendees. Because the agenda for the day was packed, it was not possible to spend enough time to allow attendees to process their feelings. This meant that the incident continued to underlie everything else that happened afterwards. It also underscored the need to create opportunities for attendees to work through these feelings in post-summit workshops, webinars or other convenings. As one summit attendee put it,

“I really enjoyed the cross-racial conversation, but the situation that it sparked, I feel, left white people in
the room feeling they could not engage in the conversation. I feel to improve the summit overall, having a conversation that defines rules of engagement, brings everyone to the same understanding of equity and racial justice, would have taken this summit to the next level. I had a colleague come up to me and express a lot of guilt, and we cannot move to action if we are stuck in guilt. I would be curious what opportunities there are to include equity education, before diving deep into these conversations. Everyone is on their own journey, and I worry that people who are early in their journey did not take what they needed from that session.”

5. The interest in continuing the work around housing, education and economic mobility is high.

Despite the Debby-Shay incident, the attendees enthusiastically talked together throughout the rest of the day and would have liked much more time to speak with each other. People in Seattle want to work together across sectors but don’t have much opportunity to do so. The response rate to the post-conference survey—24%--is very high, and is one indication of this interest. Several respondents to the post-event survey echoed this attendee’s sentiment:

“Generally, we ran out of time during the breakout session, it would have been great to get additional commitments for real action.”

6. The funders who participated are being inspired to continue the work.

Specifically, they are interested in sponsoring and/or attending a similar convening in 2020. They also are open to exploring better, more effective ways to their grantees. One funder in attendance wrote:

“We need to do more to de-silo the traditional funding structures and outcomes related to all of this interconnected work. Also, I’d probably say that a two-day conversation would be ideal to outline real action.”

7. Many attendees and speakers are interested in working to change policies, such as the tax code, in Washington State.

As Kiran Ahuja, the keynote speaker, noted,

“Policies dictate racist behavior, so we need some model anti-racist legislation for the state and the city to adopt.”

8. Attendees noted that housing, education and economic mobility are inextricably linked, so it is important to include all of them when developing solutions.

One attendee commented that:

“There is a great opportunity to think about cross-cultural collaborations. Folks have a specific goal in mind that speaks to their community but there is an opportunity to think about equity as a collective effort. Leveraging a larger contingent.”

Action Steps for Moving Forward

- Reach out to attendees who expressed an interest in leading projects, and pass that information along to the Satterberg Foundation.
- Give the names of possible co-conveners to Satterberg.
- Create and disseminate among Summit attendees a directory of people who attended to enable further networking and collaboration.
APPENDIX
PROGRAM AGENDA

<table>
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<tr>
<th>TIME</th>
<th>SESSION</th>
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| 8:00 – 8:55 a.m. | **Registration**  
BREAKFAST PROVIDED BY THAT BROWN GIRL COOKS!  
Warm-up Jam with The SIX Wellness Studio (all day)  
Book Fair provided by Estelita's Library (all day) | Lobby          |
|                  | **Welcome, Introductions and Acknowledgements**  
*Overview of the Day*  
**SUMMIT CO-CHAIRS:**  
Aiko Bethea, Head of Diversity and Inclusion, Fred Hutchinson Cancer Research Center  
Trish Millines Dziko, Co-Founder and Executive Director, Technology Access Foundation (TAF)  
C'Ardiss Gardner Gleser, Program Officer, Satterberg Foundation  
**SUMMIT EMCEES:**  
Jolyn GC, Artist/Global Curator and CEO of Entarupt, Inc  
Anthony Shoecraft, Special Adviser to the Mayor on Black Male Achievement, City of Seattle, Department of Education and Early Learning  | Assembly Room  |
|                  | **WELCOME TEAM:**  
Jenny A. Durkan, Mayor of Seattle  
Azura Mizan Tyabji, Washington State Youth Poet Laureate  
Sarah Walczyk, Executive Director, Satterberg Foundation | Lower Level Patio  
Lobby          |
| 9:00 – 9:30 a.m. | **Morning Keynote**  
CULTIVATING INCLUSIVE LEADERSHIP: FROM POWER TO POSSIBILITY  
Kiran Ahuja, CEO, Philanthropy Northwest | Main Stage    |
<p>| 9:30 – 10:00 a.m.| <strong>BREAK</strong> (10 MINUTES)                                                                                                                     |                |
| 10:00 – 10:10 a.m.|                                                                                                                                                                                                     |                |</p>
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<tr>
<th>TIME</th>
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| 10:10 – 11:35 a.m. | **Workshop**  
*Deepening Cross-racial Skills and Conversations*  
“AN ORGANIC CROSS-RACIAL CONVERSATION”  
Debby Irving, Racial Justice Educator  
Shay Stewart-Bouley, Executive Director, Community Change, Inc. | Main Stage             |
| 11:35 a.m. – 12:05 p.m. | **Buffet Lunch**  
**PROVIDED BY THAT BROWN GIRL COOKS!**  
**Networking** | Assembly Room          |
| 12:05 – 1:00 p.m. | **“A Conversation”**  
*Working Together to Change Systems*  
How can practitioners, policy makers and funders effectively collaborate to accelerate attaining equity in Seattle? What would it take for Seattle to be a model for equity by 2024?  
john a. powell, Director of the Haas Institute for a Fair and Inclusive Society  
Rochelle Riley, Columnist, Detroit Free Press | Main Stage             |
| 1:00 – 2:00 p.m. | **Plenary Panel Discussion**  
*Regional Challenges: What’s Working, What’s Next*  
This panel will highlight examples of programs that are working in the region and beyond to advance economic, housing and education justice.  
**MODERATOR:**  
Aiko Bethea, Head of Diversity and Inclusion, Fred Hutchinson Cancer Research Center  
**PANELISTS:**  
Trish Millines Dziko, Founder & Executive Director, TAF  
Mariko Lockhart, Acting Director, Seattle Office for Civil Rights  
Rahim Rajan, Deputy Director, Postsecondary Success, Gates Foundation  
Phyllis Turner-Brim, Vice President and Assistant General Counsel, Starbucks  
Edgar Villanueva, Vice President of Programs & Advocacy, Schott Foundation | Main Stage             |
| 2:00 – 2:15 p.m. | **BREAK**  
*(15 MINUTES)* | }
**Breakout Sessions**
Please attend session as assigned on your printed nametag. While every effort was made to honor attendees’ stated preferences, topic/room assignments were designed to ensure opportunity for cross-sector/cross-expertise dialogue in each session. Each session will discuss the work of creating systemic change.

1. **Housing Equity: What’s Working Here and in Harlem?**  
   **MODERATOR:** Michelle Merriweather, President & CEO, Urban League of Metropolitan Seattle  
   **PANELISTS:**  
   Kristin Brown-Patrick, Director of Equity and Training, Mary’s Place  
   Gregory Davis, Managing Strategist, Rainier Beach Action Coalition  
   Malcolm A. Punter, President & CEO, Harlem Congregations for Community Improvement  
   Andrea Caupain Sanderson, CEO, Byrd Barr Place  
   Loria Yeadon, CEO & President, Greater Seattle YMCA

2. **Economic Equity: Building an Economy That Works for Everyone**  
   **MODERATOR:** Brian Stout, Independent Strategy & Policy Consultant  
   **PANELISTS:**  
   Vanessa Daniel, Founder & Executive Director, Groundswell Fund  
   mark! Lopez, Member & Executive Director, East Yard Communities for Environmental Justice  
   Mary Le Nguyen, Executive Director, Washington Community Action Network (CAN)  
   Boting (Bo) Zhang, Real Estate Strategist, City of Seattle Equitable Development Initiative

3. **Education Equity: Access and Opportunity for the Next Generation**  
   **MODERATOR:** Nikkita Oliver, Support & Advocacy Manager, Creative Justice  
   **PANELISTS:**  
   Manuela Arciniegas, Interim Director, Andrus Family Fund  
   Lindsay Hill, Director of Diversity, Equity and Inclusion, Raikes Foundation  
   Daniel Pak, Co-Founder, Totem Star  
   Keisha Sopher Scarlett, Ed.D., Executive Director for Organizational Engagement/Equity, Partnership and Engagement Office, Seattle Public Schools
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<tr>
<th>TIME</th>
<th>SESSION</th>
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<tbody>
<tr>
<td>3:30 – 4:30 p.m.</td>
<td><strong>Workshops</strong>&lt;br&gt;<strong>Facilitated Collaboration Roundtables</strong>&lt;br&gt;<strong>HOUSING EQUITY ROUND TABLE FACILITATORS:</strong>&lt;br&gt;Caroline Miceli, Program Officer, Satterberg Foundation&lt;br&gt;<strong>ECONOMIC EQUITY ROUND TABLE FACILITATORS:</strong>&lt;br&gt;Juliet Le, Program Associate, Satterberg Foundation&lt;br&gt;Camren McMath, Operations Manager, Satterberg Foundation&lt;br&gt;<strong>EDUCATION EQUITY ROUND TABLE FACILITATORS:</strong>&lt;br&gt;Lindsey Chen, Grants Database Manager, Satterberg Foundation&lt;br&gt;Brian Zongolowicz, Program Officer, Satterberg Foundation</td>
<td>Room 203/204&lt;br&gt;Room 200/201&lt;br&gt;Assembly Room</td>
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<tr>
<td>4:30 – 4:40 p.m.</td>
<td><strong>BREAK</strong>&lt;br&gt;(10 MINUTES)</td>
<td>Main Stage</td>
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<tr>
<td>4:40 – 5:00 p.m.</td>
<td><strong>Closing Remarks, Take Aways, Next Steps</strong>&lt;br&gt;Aleca Gleser, Founder, Rap for Change Org&lt;br&gt;Nikkita Oliver, Support &amp; Advocacy Manager, Creative Justice</td>
<td>Assembly Room</td>
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<tr>
<td>5:00 – 5:30 p.m.</td>
<td><strong>Networking Reception</strong>&lt;br&gt;PROVIDED BY THAT BROWN GIRL COOKS!</td>
<td>Assembly Room</td>
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Seattle freeze be like
haaaaa...
be like
how are yo-
tired
Seattle freeze be like
ghosting...
be like i saw you on the
train but i didn’t wanna
seem awkward
Seattle freeze be like
i’ll totally let you know!

Seattle freeze be like
i can see you pounding on
the underside of the water
but your cracks don’t
threaten my stride

i’ll give you the time
if you bludgeon
a breathing hole
with your sister’s rib.
i’ll give you funding
if you convince me the value
of your breath in 500 words
or less.

Seattle freeze be like,
i’m just not convinced
of your struggle
until you let me scrapbook
it in proposal
and parrot it at the
board meeting.

Seattle freeze be like
Getting cold feet standing
for up equity
if it means embarrassing
your coworkers.

be like,
i like social justice trainings
but only to say i’ve done them.
be like
only talkative with the
right language
and silent around who

it needs to be said to.

I am unentertained by the
peacock fight of rhetoric.

Using the language
of my struggle
while inflicting it
upon me is a gaslight arson
to a glacier.

Will you still stand for equity
if it means losing a corporate
donation? Will you still stand
for equity if it means losing the
comfort of your uncle at dinner?
Your coworkers? Your friends?
Your wealth? Your land?

Am I making you
uncomfortable?

My past due notices are the
underside of your comfort.

My math teacher, in a school
choked of funding, scrambling
from one class to another
within the same period is the
underside of your comfort.

The token woman of
color in your office
hollowing herself out
for a mountain of work
no one else wants to do
is the underside of
your comfort.

Your bottom line means
leaving the rest of us to
dissolve at the bottom.

We are in a sinking ship. The
most privileged of us
engineered the holes in the
name of cutting costs.

I refuse to convince
you my lungs
have been anchored by
oceans of oppression
only for a guard claiming
to protect my life
to toss me the lifesaver
and ask for it back.

The difference between
solidarity and charity
is one demands I prove
I’m drowning
while the other shares the raft
and we have been drowning
for centuries just trying
to keep our heads
above water.

This work is hard
and scary.

We are dismantling systems
while trying to envision
freedom at the same time
but the ocean
will not part for those unwilling
to wet their feet.

There are shores of
equity that have been
colonized, destroyed and lost,
but find them, remember
them, create them.

Seattle freeze be like
deliberately defrosting
be studying its reflection
in the glass
be like

I may not be able to
map the next shore
but i know we need to get there.

be like,
we are mapping it now.

Azura Tyabji
April 27, 2019
Seattle Equity Summit poem
Seattle, Equity?
By Aleca Gleser and Nikkita Oliver

Currently, currency is dragging me. Rip tiding our reality. Pulling us under a tsunami we cannot ride, but not for lack of trying. Not for lack of working. Not for lack of talent. Not for lack of swimming. We just keep swimming.

But most days we are treading water. Hoping we do not drown in all the growth. We can’t seem to grow with.

In all of this development why are we so stunted. While Amazon stuntin’ Bezos balls on the town we get kicked around like a soccer ball with no goal, like a basketball with no hoop. They say you miss 100% of the shot you don’t shoot. So we take shots, but how you know the score when the lines always seem to move?"

They tell us we’re free, tell us to go to school, tell us to dream, but how can we when freedom ain’t free, school gonna cost me more than the rest of my life, and dreams seem lost in the thick of a nightmare. A child ripped from her chair and the security guard dares to say she was defiant.

It’s hard to dream of freedom in a classroom full of fear. It’s hard to dream of freedom when my history ain’t studied here. It’s hard to dream of freedom when the school board don’t want to hear. The truth.

The land of opportunity was built on our backs and the only rose that makes it the one that rises up through the cracks. And while I rise I remember that every strip of pavement ain’t been cracked. So every rose trapped can’t grow without oppression on its back.

So I dream. I have a dream that one day we stop talkin’ about it and be about it.” You might think all of these stories are disconnected

Education
Housing
Economics
But I can’t go to school and learn without a home

I can’t buy a home without money
I can’t get money without going to school
All of these things are interconnected
So why are you doing this work?
Are just well-meaning or do you understand your impact?
Are you a gatekeeper?
Do you have privilege?
Do you have power?
Do you feel guilty?
Do you believe in justice?
Is your liberation tied up in ours?
Equity is a process for justice
Equity requires work
Requires risk
Requires trust
When this is your life? How do you not know it better than someone armored with a few statistics
We are the best knowers of our context
It is our brilliance that brings about new prospects
You might have the money. But we have the contacts
Understand Equity will not come easy. Suffering is intolerable when it is meaningless. It is meaningless when we only partially address this today
We are sounding the alarm. Tired of the burning house, When we are asking for a home
So let this one burn to ash. Bring beauty where pain was once sewn. Our home is the we a collective no individual can own