

Racial Justice

Facilitator: Jessica Jetter

Note-Taker: Mary Gleysteen

The goal is for the group to discuss and produce specific actionable items to implement these Action Steps.

- Introductions (name, why interested in this discussion subject, how did you find out about this)
- Discussion Guidelines
 1. Think before you speak.
 2. Listen carefully to what others have to say and do not interrupt.
 3. Do not remain silent. Make sure to contribute to the discussion.
 4. Let other people speak. Once you are done speaking, let at least two other people talk before you speak again.
 5. Support good ideas that other people have, even if they are different from your own.

Background:

A few examples of racial disparities here in Kitsap County:

- BIPOC households are at least \$10,000 below that of White, Non-Hispanics; (American Indian/Alaska Native, Black/African American, Hispanic/Latinx and Multi-racial = BIPOC)
- high school graduation rates are at least 5 percentage points lower for BIPOC students compared to White, Non-Hispanics;
- non-white babies are nearly 2 times more likely to die in the first year of life compared to White, Non-Hispanic babies;
- life expectancy for Black, Non-Hispanic individuals is 5 years less than White, Non-Hispanic individuals.

Discussion Questions:

- What is your experience with racism in Kingston?

- Participant: 9 years ago called N word while on her porch here in Kingston. More recently, a man at Food Market paid for her groceries, saying something like ,”We have to help people like you.”About the guy who paid for my groceries: It underscores for me that some people truly want to do good. They often just go about it in ways unbeknownst to them that are awkward and offensive to the recipient. Oh, but they feel so proud and accomplished because in their mind and heart "they did a good deed".”
- Two participants: have seen it in school settings
- Participant: does not reside in or frequent Kingston and has not directly experienced racism in Kingston. Has heard of its history of racism during Kingston school-related events.
- Participant: went to NKHS, heard a lot of racist stuff there directed at native american students. Participant also participated in some of the racism in High School and has since learned how hurtful it was. Recently, Participant spoke with a Kingston HS student experiencing racism and microaggressions currently at Kingston HS.
- Participant: has seen hate speech in brochures and on counter demonstrators' signs at BLM demonstration
- Participant: detailed tension between non-native waterfront landowners living on reservation land in Indianola and native people exercising treaty rights on that land, small steps, hope in younger people, even though IBIC land acknowledgment discontinued by new president. How do we disconnect hardwired racism?
- Participant: recently read about Kingston high school students making racial slurs at basketball game. Has also heard complaints from non-native Kingston residents about native fishing rights, not cognizant of native treaty rights or racist implications of their comments. Asian American friend in Hansville had horrible racist things said to her about the pandemic.
- Participant: lots of racism comes from home with kids, but a lot of it comes from staff, work to make teachers aware of their own biases and bigotry. There used to be DEI programs available for school district use. Participant is not sure whether these programs still exist. Participant formerly participated in these DEI school district trainings and experienced, even though no follow up in

classroom to measure progress, some evidence of self realization from staff.

- Participant: KHS student reports staff problematic handling of racist incidents at school and no support for students dealing with racism in school. KCAC has a meeting scheduled with NKSD to learn more about what DEI trainings are available and what can be done to support students and staff in addressing racism in our local schools.

- What do you believe is the problem we are trying to solve?
 - Participant: believes the problem we are trying to solve is with the relationships, promote proximity to more diverse groups. This group understands the problem, but the work needs to happen by calling other people in to better recognize our biases and avoid the politicization of issues we all care about.
 - Participant: the people who show up are us. People who think they already “have it” don’t come to forums like this, e.g., white woman coming out of the store said to her, “Your Life Matters.” At the Food Market the guy in front of her paid for her groceries, but those folks don’t show up for these conversations.
 - Participant: Just Mercy Bryan Stevenson 4 standards: first is proximity, change narrative as result of proximity, stay hopeful, and do uncomfortable things

Solutions Steps:

are action steps

- What are some possible short-term solutions (1-3 years) to the problem(s)?
 - Relationships: talk, recognize biases bring them into conversation. Call people in
 - Participant: can check to see if TIPS DEI training is still available to NKSD, make available to teachers at all levels.

- Participant: what is the school curriculum with regard to racism? Can we influence it?
 - #Ask NKSD reps about curriculum, does Kingston school have a DEI committee like Poulsbo does?
 - #Bring students voices forward, model after other jurisdictions, call out incidents as they occur, be reflective and strategic. # BI has a multicultural student advisory committee.
 - Neighborhood race equity advisory council incident reporting accountability. KCAC subcommittee community services/ racial justice may serve this role.
 - #When there is momentum, ERACE has an educational component and will mobilize to partner with groups already interested in combating local school racism issues.
 - #emergency preparedness :MYN is a way to get neighborhoods talking to one another.
 - #movie: A movie that is not clearly about racism but touches on racist themes (e.g. the movie Crash, starring Matt Dillon) would be a good way to get other people interested that wouldn't normally show up for this kind of discussion. We could plan to invite people to a movie like this at the Firehouse Theater or Village Green and facilitate a discussion afterwards.
 - #pie in the park- family recipes, how do we welcome more diversity in every community gathering?
 - Can we look to other Cities for their DEI models between City and Community, i.e. Bainbridge Island REAC and BISD Multicultural Advisory Committee? Is this really a new effort – ask the School if there was a partnership with Community to address relationship and repair? Reach out to Akuyea Karen Vargas for more history.
 - #talk about racial justice issues everywhere, not just in DEI groups.
- What are some possible long term solutions (4-10 years) to the problem(s)?

○Did not get to this question.

Thank you for your participation!