

Telling the Story of How We Got Here: Part I

Presented by:
Lucas Smiraldo



***Organizations only improve
where the truth is told and the
brutal facts confronted.***

-Jim Collins

Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.

-Martin Luther King, Jr.

OBJECTIVES

- Explore how one jurisdiction presented the national and regional story that focused on the national and regional histories of institutional racism.
- Consider the implications and impact of institutional racism on generational wealth and opportunity from 18th to the 20th century.
- Discuss how a root cause analysis could shape storytelling for participants.

NORMS

- Experience Discomfort
- Stay Engaged
- Listen for Understanding
- Speak Your Truth
- Expect and Accept Non-Closure



How We Got Here: Part I

- https://youtu.be/bsRW81F_zR0

One to Three Word Review



- Give a 1-3 Word Review/Response of Part I
- Turn to someone nearby and share your “review” and why you chose the word(s) you did

Part I Visits Several Themes Including:

- Race and Rights of Citizenship
- Land and Home Ownership
- Inclusion and Exclusion in the “New Deal”



These all have generational implications.

Which of these issues, or another from Part I, rises to the top for you?

**As you consider developing a common language and understanding around institutional racism and equity:
What do you think is critical for people to know about our national and regional story?**



Thank You!

Contact OEHR at:

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OFFICE OF
EQUITY & HUMAN RIGHTS

Building Equity
Redefining Potential

Telling the Story of How We Got Here: Part I I

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***Equity is something you bake
in, not sprinkle on.***

Manuel Pastor

Just and fair inclusion.

An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.

-Unknown

OBJECTIVES

- Explore how one jurisdiction assembled and presented its local story around its history of institutional racism.
- Consider the benefits of telling your local story.
- Discuss which elements of your story would be important to include in furthering awareness and promoting action.



NORMS

- Experience Discomfort
- Stay Engaged
- Listen for Understanding
- Take Risks
- No Fixing



How We Got Here: Part II

- https://youtu.be/bsRW81F_zR0

One to Three Word Review



- Give a 1-3 Word Review/Response of Part II
- Turn to someone nearby and share your “review” and why you chose the word(s) you did

Part II Visits Several Themes Including:

- **Land and Fishing Rights of the Puyallup Tribe**
- **Force Imprisonment or Banishment of Asian Communities in Tacoma**
- **Redlining and Restrictive Covenants**

These all have generational implications including the impact on generational wealth.

Your Community

What parts of your local story must be told and brought to awareness in order for your community to move forward?

How are those stories linked to root causes that perpetuate institutional and systemic racism?



Thank You!

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