

Report from
White Anti-Racist Gathering of Washington State
October 16, 2005

“I am so glad that there are white people that recognize that racism hurts all people. I believe that this is the single most important issue in our society. I believe white people must act to end racism...Thank you for your work. Ending institutionalized racism is tough work - but can create great change! Keep up your work!”

~~ Ellen Smith de la Cruz, White Anti-Racist Community Action Network member

“I attended the conference and was so impressed by the work of the conference organizers-- it was an amazing day and feels very hopeful for our future. It was powerful to connect with other anti-racist white organizers and feel a part of a larger movement...I feel re-energized and looking forward to a great year. A special thank you to the organizers of the Washington State conference and thanks to those who traveled from afar to Seattle.”

~~ Diana Bender, Seattle white anti-racist activist

“My good friend...had nothing but praise for the event - and I trust her to be my eyes and ears. How wonderful it must feel to know that you persisted through doubt and indecision, hope and optimism, to reach a shared vision. What a great team: all the way through by reading the emails...I encountered nothing but creativity, collaboration and focused hard work.”

~~ Fran Davidson, local white anti-racist leader

Eighty one people from Washington State (including Bellingham, Olympia, Kitsap County, Seattle, Tacoma) and even Portland, Oregon, and Nevada came together for a day of relationship-building and strategizing on how to work more effectively as white people to challenge privilege and white supremacy and support the leadership of people of color and to end racism locally, regionally, and nationally. This local effort started in November 2004 with two co-organizers and ended up with a planning team of about 15 community members; financial support from People’s Institute Northwest, Fremont Public Association, King County Civil Rights Commission, and the Seattle Office for Civil Rights; and in-kind contributions from White Privilege Conference, Fresh Fig Websites, Tools For Change, and Riseup.net. There is a strong commitment to ongoing sustainability of the effort through networking and future gatherings among a core group of organizers and attendees. As part of our accountability to each other and our community, and to increase transparency of our work, we have written this report as a *how-to* and *what-happened* so we and others will have a record of the event as a stepping stone for future organizing.

Our next steps will be to document, synthesize, and share information and learnings from the gathering; connect with participants from areas outside of Seattle who expressed interest in hosting the next gathering and work with them to plan the next event; and continue developing processes, structures, and relationships to promote sustainability of our ongoing work.

Financial Supporters:

People's Institute Northwest
Fremont Public Association
City of Seattle Office for Civil Rights
King County Civil Rights Commission

In-Kind Sponsors:

White Privilege Conference
Fresh Fig Websites
Tools For Change
Riseup.net

~~The planning committee

Gillian Burlingham, Joan Wimett, John Lovchik, Christina Hartson, Peggy Wolf, Roslynn Tellvik, Ed Esbeck, Rosemary Esbeck, Bill Aal, Margo Adair, Monica Lundberg, Zoe Abigail Bermet, Fran Davidson, Hazel Pine, and Ronni Tartlet

The gathering

Members of the planning team began the day at 8am in an old basement gym in a University District community center. We decorated our space with colorful cloths, organized tape recorders, put up directional signs, and scouted outside for early participants. Altars were set up in the main room to represent four themes: who are your people? what is your vision for white anti-racist movement? what needs healing? what are you grappling with right now? These questions were posted on large sheets of paper for attendees to add responses or contributions of photos or other objects for each altar space. A laptop was set up in one corner so that anyone could view or add to comments posted to the White Anti-Racist Community Action Network (WACAN) by well-wishers nationally. Registration and food tables in the foyer welcomed participants.

The program began at 10am with a brief welcome, history of the gathering, a participatory song, an overview of values and principles, and several exercises to build relationships among participants and to get to know who was in the room. We broke into groups of 4-5 and answered the following questions:

- Who were your people growing up, who were your people and who was considered “other”?
- What happens in your family when you talk about anti-racism or justice work?
- What is the racial climate in your community/workplace now? What are the burning issues?

We followed this with a discussion in the same small groups that was then opened up to the whole group:

- What are the larger forces contributing to this racial climate?
- What's especially challenging and what are opportunities in this work?

[Appendix A.]

Before lunch, we introduced the idea of “open space” and asked participants to propose topics for mini-workshops that they would offer. After a delicious gourmet lunch orchestrated by Zoe Abigail Bermet, we had two rounds of open space, the first focused on “What is happening now/burning questions & new thinking,” and the second round on “What could happen / strategies and visioning.” In the full circle, we heard report backs from each group about what had emerged in their sessions. **[Appendix B.]** Our remaining time together was spent in talking about next steps, and what went well or could have been done differently to make our time together better.

At the end of the gathering, participants said that they wanted to continue meeting, either every six months or at least annually. Several people volunteered to be part of organizing the next gathering outside of Seattle.

Background and history

In November 2002, 50+ leaders of color and white anti-racists from across the US met in New Orleans to talk about strategies for white people to challenge racism at a national level. Ultimately, people at that gathering decided that much more grassroots organizing needed to be done at the local level to support national-level work. Participants divided into regional groups to discuss doing work at home. In March 2005, a gathering was held in New Jersey for the Mid-Atlantic region, organized by Jorge Zeballos, Jeff Hitchcock, and Bonnie Cushing. Another gathering occurred in New England prior to this.

In November 2004, two organizers—Gillian Burlingham (who had attended the New Orleans meeting along with several other NW leaders) and Joan Wimett—started talking about a gathering in the Northwest region, and a planning committee began meeting in May 2005. (Though somewhat arbitrary, we see our region as encompassing Oregon, Idaho, Montana, Washington, and potentially Alaska and Nevada, based on geography, existing networks, and similar cultural frameworks.) Early in the planning process, after reaching out for input to regional anti-racist white leaders in Nevada, Idaho, Oregon, and Montana identified by Western States Center staff member Moira Bowman, the committee scaled back plans to organizing in Washington State first and working toward regional organizing in the future. We realized we needed deeper connections closer to home before doing work at the regional level. We also were mindful that since the planning committee members lived in Seattle, we should work closer to our own homes and reach out from there. We also are aware of urban-rural divides and wanted to focus on bringing people together in our own state.

Meeting throughout the spring, summer, and early fall, we developed a mission, “to contribute locally and regionally to the establishment of a cohesive, expansive, and sustainable national movement of effective white anti-racist activism,” and principles and goals. **[Appendix C]** A committee structure supported our planning in areas of sustainability, accountability, outreach, program for the gathering, food, and hospitality. We reached out to individuals and organizations statewide and asked our contacts for *their* contacts to continue networking. A flyer and website were developed to disseminate

information about our efforts and to facilitate registration by web or mail. Gradually our efforts built toward the gathering itself.

The gathering was planned to coincide with the third Seattle Race Conference (SRC). SRC was Saturday, our gathering on Sunday. Joan, Gillian, and John Lovchik were actively involved in planning both events and were able to share information and planning from group to group. The connection to SRC helped maintain community accountability and allowed participants from out of town to attend both events with greater ease if they desired. Though less intimately connected, a group of organizers of color also planned a Seattle City Council candidates' forum for Monday, October 17, in conjunction with SRC and the white anti-racist gathering. Organizers from each saw the other events as collaborative and intertwining with their own work.

Accountability

Accountability as white people to people of color and other white anti-racists was on our minds and part of our organizing throughout. Joan and Gillian began the process in Fall 2004/Winter 2005 by reaching out to existing groups and individuals locally and nationally to float the idea of having a local gathering. We contacted the Coalition to Undo Racism Everywhere (CURE), Seattle Race Conference (SRC) planning team, and Coalition of Anti-Racist Whites (CARW) in Seattle, and attended the White Privilege Conference (WPC) 6 in Iowa in April 2005 to speak with national leaders. We let others from the initial New Orleans gathering know of our plans. We also spoke with individual local leaders in Seattle with whom we had relationships to let them know what we were planning and to ask for input. As the planning team began meeting in May, team members stayed in touch with people of color with whom we had ongoing relationships to keep them informed of our process and invite feedback. We reported on our progress at meetings of the afore-mentioned groups and posted all minutes to the CARW and CURE list serves and occasionally to the national New Orleans gathering list serve. Our intention was to be transparent, welcoming of input, and accountable in our planning and communication.

As a group, we discussed models for accountability. The model we used was informal and based on existing personal or community relationships or ones that we developed through networking. Another option that we discussed was to ask leaders of color to be part of a formal structure such as an advisory council, though we did not decide or act on this discussion. In conversation with Jorge Zeballos in early October, Gillian received feedback that a more formal structure might be appropriate for the group as it continues past the first gathering. We are deeply committed to incorporating accountability to people of color into all of our planning, organizing, process and structure as we move forward in our work.

The gathering was open to white people and people of color as we made clear in all of our materials and invitations. We talked in advance about how to integrate people of color into the program. We were aware that the Mid-Atlantic gathering had a separate track planned for people of color and facilitated by an organizer of color, Jorge Zeballos. Since we didn't have an organizer of color working with us for the whole planning time, we chose to plan the day so that people of color would participate in the same program as white people. We thought that using open space so that anyone could organize a session allowed flexibility if participants wanted to design their own program-within-a-program. Also, planning in conjunction with the Seattle Race Conference, held the preceding day, allowed people of color space to be present in a multi-racial event that included caucusing by race and was organized by a multi-racial team.

Several people of color were present for at least part of the day. (We didn't ask people to identify by race so we can't definitively say the number present who identified as people of color.) Feedback from the people of color present was positive overall.

Sustainability

Sustainability has been a primary focus and central part of the planning process. We were clear from the inception that this gathering would be a tool to strengthen and connect our work, and not an end unto itself. To us, this is part of the accountability we have as white people to people of color in ending racism; our work must be ongoing, persistent, and expanding.

Currently, the planning committee is continuing to meet to strategize about plans for sustainability. Some of the committee members are also harvesting the written information from the gathering to compile a more in-depth report that will assist us and the participants to carry the momentum forward. Part of this written information includes specific ideas from the participants as a whole and from one of the open space groups on what sustainability looks like, what people would benefit from in a network, and what is needed to achieve this. The work that we did to organize the gathering—developing a website, collecting contact information, raising funds, and networking with each other by phone and in person—will help us sustain our work and relationships. Additionally, during the planning we contacted organizers of regional networks to ask about the methods, structures, and processes they use to stay connected and vibrant. We will continue looking at other models with a focus on connecting to existing organizations and structures.

Budget/finances

Overall, we raised over \$3700 and had expenses of about \$1100. Registration fees were based on a sliding scale and participants were asked to pay according to their means. We had estimated that costs would be approximately \$20 per person. The sliding scale was set at \$10 to \$100, and total registration fees collected was \$2132. Participants could register by mail, on-line, or at the door. Donations and grants from local anti-racist

organizations (People's Institute Northwest, Fremont Public Association, King County Civil Rights Commission, and the Seattle Office for Civil Rights) totaled \$1550. We received \$500 as seed money from the People's Institute Northwest (PINW) that we intend to return to them for their ongoing anti-racist organizing. As noted previously, we received in-kind contributions from White Privilege Conference, Fresh Fig Websites, Tools For Change, and Riseup.net.

We had budgeted money for childcare, ASL interpretation, assistance with transportation or housing costs for out-of-town participants, none of which were requested. However, we anticipate that those types of expenditures will likely be necessary at future events as the number of participants increases. We also found that the space we had reserved was adequate for the number of people who attended, but that as we grow, larger spaces will be necessary, increasing costs. Due to the hard work and skill of one of our organizers, the total cost of food and drinks was only \$4.50 per person. Our net surplus for future organizing will be approximately \$2075. The money is being held for us by PINW. [See **Appendix D for detailed budget.**]

Organizations represented at the gathering

Allyship.org; American Federation of Teachers, WA; Americorps; Bellevue Community College; Brother to Brother (Advocacy/Support for Af. Am. Gay/Bisexual Men); Buddhist Peace Fellowship, FOR; Coalition of Anti-Racist Whites; Casey Family Programs; Child Care Workforce Alliance, WA; Christians from Privilege to Partnership; Community Coalition for Environmental Justice; Dyke Community Activists; The Evergreen State College; Fellowship of Reconciliation; Fremont Public Association; Fremont Public Association MLK VISTA; Gabriela Network Seattle; Immanuel Lutheran Church; Jewish Voice for Peace; King County Civil Rights Commission; Kitsap Unitarian Universalist Fellowship; National Association of Social Workers, WA, Diversity Committee; National Association of Social Workers, Nevada; National Coalition Building Institute, Seattle; New Horizons Ministries; National Organization of Women, WA; Passages Northwest; People's Institute Northwest; Pierce County Aging & Long Term Care; Portland State University; Psychologists for Social Responsibility; Rainier Valley Unitarian Universalist Congregation; Seattle Central Community College; Seattle Human Rights Commission; Seattle Office for Civil Rights; Seattle Young People's Project; Seattle Youth Garden Works; Social Justice Fund; South Seattle Community College; St Johns Lutheran Church; Tools For Change Institute; University of Washington School of Social Work; University of Washington White Anti-Racist Student Union; Washington Citizen Action; Whatcom Human Rights Task Force; Work of European-American as Cultural Teachers (WE-ACT); Western Washington University Anti-Racist White Student Union; Yesler Terrace Campaign; YWCA, Bellingham; YWCA, Seattle.

APPENDICES

- A. Challenges and opportunities**
- B. Summary of open space sessions**
- C. Mission/Goals/Principles**
- D. Budget**
- E. Flyer**
- F. Registration form**

Appendix A: Challenges and opportunities

After the second small group exercise in the morning, we brought the group as a whole back together and asked for the challenges and opportunities that were discussed. This is a summary of that session:

CHALLENGES

Intellectualizing
Hiring practices
Denial of privilege and racism
Media lies
Assumption that white is expert
Funding and obligation to funders
Bureaucracy
Capitalism
Rise of political conservatism
No understanding of privilege while trying to diversify
Good hearted-good intentioned white people/liberals in communities of color create problems and leave
Social safety net very white/middle class
Federal budget cuts to marginalized communities
Gentrification
Economic interests of wealthy landowners
Who is/is not at table, exp in public policy
Police and justice system racist
Eurocentric funding for programming

OPPORTUNITIES

Alumni groups to connect and work with
Each challenge-use them to make racism clearer
Building personal relationships/community with other doing the work
2006 Congressional elections
Faith based organizations that wish to listen
Address impact of supremacy
Raising awareness through challenges
Create government of humans v. profit
Reaching to rural areas/common oppression

OPPORTUNITIES (cont)

Use non-profit decline to create own safety net

Alternative ways to support each other

Political climate is creating activism not there before

Independent media

More and more people doing the work

Focus on community and grassroots

Alternative economy/bartering

Networking opportunities

Abandon assumptions about other and bring authentic self to table

Teaching anti-racism at all levels of education

Our children

Let go of fear-act in spite of

Increase communication-hear what those who object say so we can strategize

Appendix B: Summary of open space sessions

During each open space session, we encouraged participants to record their main points of discussion in writing. We also had those groups that agreed tape record each session for use in our sustainability project. The following two sections summarize each of the open space sessions. The first section lists each of the open space topics, and the second section is a transcription of the available writings of each group. If there is a group missing in the second section, we did not get ideas recorded in writing. The tapes are in the process of being reviewed to add depth and give ideas for the sustainability and growth of local and regional networking.

Session I What is happening for you now? Burning questions and new thinking

How do intersecting oppressions relate to hinder and/or provide opportunities for building anti-racist community with other white people (esp. internalized inferiority).

Ways to build community

Transforming an organization from white to diverse anti-racist

Anti-Racist Work in Social Services

Looking at how racism structures our relations with each other

Accountability to People of Color

Regional Anti-Racist Organizing

Anti-Racist Work and Nonviolence

Anti-Racist organizing for felons and people who can't vote

Dealing with white guilt, shyness around people of color

Using "Racism=Prejudice + Race + Power" is the KKK racist if operating in Liberia?

Jews

All the things we don't want anyone to know about ourselves (internalized racism). Ideas for self-transformation

Session II What could happen? Visions and strategies

Anti-Racist/Anti-Oppression organizing in white culture workplaces

Anti-Racist Educators (including parents) What's beyond treating everyone the same?

Whites who want to build close relationships with other whites with views very different than our own

Integrating Healing/Spirituality in Anti-Racism Work

Vision and strategies for sustainability and effectiveness

Session I What is happening for you now? Burning questions and new thinking

How do intersecting oppressions relate to hinder and/or provide opportunities for building anti-racist community with other white people (esp. internalized inferiority).

Ways to build community

- Laugh together
- Invite people to share/do tasks with you
- Have capacity to not be trusted right away
- Have meals together

Transforming an organization from white to diverse anti-racist

- Build personal relationships with people of color
- Join organizations that are predominantly people of color
- Examine organizational color
- Bring in outside mediator to open up communication, develop plans for change
- Examine effect of broader culture assumptions (eg. what is “excellence”, “work ethic”)
- Acknowledge risk, be overt about not punishing honesty and difference
- Draw people in by looking for similarities as well as differences
- Use institutional power to accomplish the agenda of people of color
- Equalize power
- Avoid tokenism-recruit for competence and really listen

Anti-Racist Work in Social Services

- Predominantly white service providers serving communities of color and “holding them accountable” to a white agenda/values. Trying to help. How do we reconcile/transform
- Lots of racial dynamics but lots of lack of awareness
- Lots of political correctness but no analysis of oppression
- Hiring practices
- How do we interact and relate to others when we inherently have more power/privilege so that it’s real and ends up productive and relationship building so we don’t end up being paternalistic or degrading
- How do we educate each other
- How do we introduce oppression to people with no analysis
 - Stay away from trigger words
 - Conversation (not one way)
 - Slow process-we need to remember that
 - Incorporate context into teaching/relate to someone’s real life
- How do we learn more
 - Read
 - Paul Kivel, Joe Fagan, Jonathon Kozol, Bell Hooks, Howard Zinn, Peggy McIntosh, Tim Wise
 - Collaborate
 - Supports

Looking at how racism structures our relations with each other

- Training as white people to function as individuals which allows us to walk away from people when things get hard
- We need to reclaim our full humanity (not just the good parts) to allow us to assume our place in the human race
- We don't know all the ways that we are impacted
- Self-examination never stops
- We tend to judge others by "the American way"
- Getting to know people's cultural backgrounds is important part of our work
- When we think of ourselves as just "white" we shut off part of ourselves and others (may be conscious or chosen)
- Little things do mean a lot in getting to know other people

Accountability to People of Color

- Be specific
- Create space to talk about messing up
- What it looks like is relative
- Should we only do work in multi-racial groups?
- Always engage with/work on it
- What if people of color to whom we are accountable disagree?
- What if you disagree with person you have accountability to?

Dealing with white guilt, shyness around people of color

- Sharing our own experiences in regards to racism
- In touch with emotions regarding that, validate those

Jews

- Want continued discussion about the intersection of Jews and racial identity and racism. We have pain from anti-Semitism and white privilege
- When did Jews become white?
- Pain about contradiction within "progressive" Jewish community regarding Palestine
- We believe the passion in some of US Jewry for Israel and Zionism impairs the participation of US Jewry in anti-racist work

All the things we don't want anyone to know about ourselves (internalized racism). Ideas for self-transformation

- Accepting our role as victimizers
- Don't have to do this alone
- Guilt
 - Process it-transformation
 - Stops denial of internalized superiority
 - Can fuel defensiveness
 - Paralyzing
 - Systematically imposed to keep us in line
 - Get rid of it as quickly as you can-how do you work w/ guilty people?
- Confession does not equal absolution-recognition of problem is only the beginning
- Overcome desire to help and thinking we know the right answer-need to control
- Addressing white women's fear of black men
- Not only personal problem but systemic-we are part of the system-we can change it
- The legacy stops here-the transformation starts wherever you are
- Hold each other accountable in the moment with our voices
- Reclaiming our white goodness
- Confronting power dynamics in interlocking oppressions

Session II What could happen? Visions and strategies

Anti-Racist/Anti-Oppression organizing in white culture workplaces

- Connecting to people of color to become more accountable to them
- Roles anti-racist whites play-asking people of color what they need
- Cultural competence in white orgs difficult in all white power structure
- White folks do not want to be blamed
- Organizing other whites-biased by falsehoods and misconceptions
- Funding-place of vulnerability and power
- In "diversity" trainings make sure to include whites that are fighting racism and give people power while addressing privilege
- Lots of lip service and not a lot of action to follow
- Use our histories in our conversations-personalize
- Where does support come from? How do you know?
- What if a white person has to give something up?
- Getting anti-racist white folks on boards of agencies
- Having allies in the workplace very important
- Don't do alone, but don't not do it
- Often becomes "add on" work-must make it interwoven in everything we do
- People are terrified of being called racist-language and analysis

Vision and strategies for sustainability and effectiveness

- Research other models to connect to/see what works:
 - World Social Forum
 - Western States Center
 - Poverty Action Network
 - Progressive Leadership Alliance (Nevada)
 - Challenging White Supremacy (Chris Crass/Claire Bayard's training have great model of accountability board)
 - Rock Against Racism
 - NW Reproductive Rights Network
 - WACAN
 - San Francisco Mime Troop

- Internet-use to accomplish connections
- Need to address organizational style-avoid traditional hierarchies and single issues; truly a network and not an organization
- Be aware of not only what we do, but who we are; what's our culture and if we don't change and continue our growth we aren't sustainable
- Integrate/create other mediums & tools (humor/art/music/theater) as we meet and reach out to people
- Utilize pre-existing communities/groups/unions/media
- Good food and fun
- Need to support and sustain each other with general anti-oppression lens/work (classism/heterosexism/sexism)
- Infrastructure (own services/skills) run by people, not government
- Becoming the movement and not leading the movement
- Specific Network Suggestions
 - Create opportunities to go other places outside of Seattle-visiting each other more often
 - Who's the best resource in each area? List of trainings, media, artists/performances
 - Ways to connect beyond internet
 - ✓ Phone tree (disperse the work!)
 - ✓ Newsletter
 - ✓ Media (explore existing community & alternative media)
 - Yahoo groups (1st meeting from New Orleans)
 - ✓ File sharing
 - ✓ Community calendar
 - ✓ List serve
 - ✓ Discussions
 - ✓ Sharing stories and experiences
 - ✓ Free! Just need administrator

Anti-Racist Educators (including parents) What's beyond treating everyone the same?

- Problems with WASL-support student groups fighting testing
- Difficulty with getting white male educators
- Over organizing to the point where other teachers/profs co-opt the language
- Organize C.C. system group

Whites who want to build close relationships with other whites with views very different than our own

- Human connection supercedes our struggles
- Value of success/sharing stories
- Value the human to human relationships before addressing hard topics
- Notice personal struggle in entering relationships
 - Safety
 - Self-consciousness
 - Class issues
 - Lack of information
- Establish common ground
- Remembering we are all people
- When is the teachable moment
- Be lighthearted
- Mistakes are ok
- Admitting personal limitations

Integrating Healing/Spirituality in Anti-Racism Work

- Healing as whites-internalized dominance (post slave master)
- Abuse
- Integrating personal/internal
- Balance between work/play/rest/healing
- Not compartmentalizing our lives
- Think too much about "anti" & negative; need hope to sustain us
- Spirituality and connection to earth/ancestors; dance, music, meditation
- Incorporation of above into our meetings
- Integrating values of compassion and love into our work

Appendix C: Mission/Goals/Principles

WHITE ANTI-RACIST GATHERING of WASHINGTON STATE

Mission

Our mission is to contribute locally and regionally to the establishment of a cohesive, expansive, and sustainable national movement of effective white anti-racist activism.

The principles that are integral in accomplishing this are:

- As white anti-racists we must address how our privilege has been used to create, and currently maintains, racism in society and all of our institutions. One of our primary roles is to work as a visible collective to dismantle the policies and societal norms that maintain this system.
- We are strongly committed to maintaining accountability to people of color and actively supporting people of color led actions.
- By gathering to create relationships we will share knowledge & skills, craft strategically sound campaigns, and build a coordinated effort that will enable us to work to dismantle racism on local, regional, and national levels.

Goals of the Gathering

- Insight gained by each attendee about existing white anti-racist activism across the state as organizations introduce themselves and describe their locales and their work
- The creation of relationships between activists and partnerships between organizations
- Coordination of state-wide efforts towards more effective action
- Knowledge and skills sharing
- Infrastructure that supports networking and a sustainable movement
- Inspire and uplift each other in our work
- Create community and decrease the isolation that can happen as we do this work
- Increased visibility as a white anti-racist community

Additional principles we value as we organize:

- We relate with each other and do our anti-racist organizing through a broad lens of anti-oppression. We are committed to struggling together through our differences.
- It is our responsibility to provide public education about white privilege and all facets of racism as we understand them, and to support white people not yet engaged in racial justice work to become activists.

Appendix D: Budget

Proposed budget

Proposed Revenue

People's Institute Northwest (intend to return to PINW)	\$ 500
Fremont Public Association	\$ 500
City of Seattle Office of Civil Rights	\$ 300
50-100 attendees at \$25	<u>\$1250-2500</u>
	\$2550-3800

Proposed Expenditures

Venue	\$1036
Food (catered for 100 people)	\$750
ASL interpreters (7.5 hours at \$110/hr)	\$825
Childcare (8 hours at \$12/hr)	\$ 96
Transportation reimbursement (5 at \$50 each)	<u>\$250</u>
	\$2957

Actual budget

Actual Revenue

People's Institute Northwest	\$ 500
Fremont Public Association	\$ 500
City of Seattle Office of Civil Rights	\$ 300
King County Civil Rights Commission	\$ 250
Participant registrations	\$2132
T-Shirts purchased at gathering	<u>\$ 29</u>
	\$3711

Actual Expenditures

Venue	\$ 663
Food and beverages	\$ 414
Supplies	<u>\$ 59</u>
	\$1136

Appendix E: Flyer

Do you want to talk about ways to make your work more effective?
Do you want to be part of building a more cohesive network across the state?
Do you want to be inspired and supported in your work?
Join us for a day of collaboration, motivation, and movement building!!

[REGISTER ONLINE! www.nwwhiteantiracists.net](http://www.nwwhiteantiracists.net)

White Anti-Racist Organizers of Washington State

Sunday, October 16, 2005, 10 a.m. to 5:30 p.m.

(Registration and light breakfast start at 9:00)

University Heights Community Center

(5031 University Way NE, Seattle)

Let's vision it!

Enduring social change and racial equity...

Let's build it!

Relationships between activists and partnerships between organizations...

Let's sustain it!

A network that supports the growth of white anti-racist organizing...

LET'S CONNECT!

Our mission is to contribute locally and regionally to the establishment of a cohesive, expansive, and sustainable national movement of effective white anti-racist activism...

Thanks To Financial Supporters:

People's Institute Northwest
Fremont Public Association
City of Seattle Office for Civil Rights
King County Civil Rights Commission

In-Kind Sponsors:

White Privilege Conference
Fresh Fig Websites
Tools For Change
Riseup.net

For more information or to register

Joan Wimett at joanw@u.washington.edu or 206-713-4236
John Lovchik at j.lovchik@verizon.net or 206-546-3871
Gillian Burlingham at gillianb@fremontpublic.org or 206-694-6715
www.nwwhiteantiracists.net

Registration Fee is a donation of \$10 to \$100 (no-one turned away for lack of funds)

Fees will be used to cover event costs with any extra funds going to support ongoing anti-racist organizing

We have a commitment to making our planning, organizing, and gathering accountable and transparent. For that reason, all of our meetings and the gathering are open to both people of color and white people. Anyone who wants to be involved with white people who are organizing to dismantle white privilege and to support the leadership, work, and lives of people of color in ending racism is welcome to attend.

Endorsed By: WE-ACT(Work of European-Americans as Cultural Teachers), CARW (Coalition of Anti-Racist Whites), Seattle CR/AB (Culturally Relevant/Anti-Bias Education Leadership), Every Worker's Movement, Seattle Fellowship of Reconciliation, Western Washington Fellowship of Reconciliation, Seattle Women In Black, Lutheran Public Policy Office

