

Become a Transformational Leader for Racial Equity

A small group of Sammamish UniServ Council members (*Bellevue EA, Issaquah EA, Lake Washington ESP, Mercer Island EA, Snoqualmie Valley EA and ASA, Riverview EA, and Tahoma EA*) have the unique opportunity to participate in an intensive racial equity transformational leadership program.

The goal of this WEA sponsored training is to build the capacity of WEA members to systemically and sustainably advance educational equity, racial equity and social justice within WEA to help transform our schools and our unions.

About 30 council members, governance, and staff will be part of a 6 month long program led by trainers from Racing to Equity Consulting Group and Leadership Snohomish County. The current plan is to meet about twice a month (2 -3 hour online sessions) with assigned exercises, readings, and reflections in between sessions. We hope to be able to have some form of face-to-face gatherings if it can be done safely with social distancing. The work we do will lead to the creation and implementation of plans to transform our unions and schools to be more equitable, vibrant, and sustainable for everyone.

The training will not be entirely cerebral. Mindfulness practices, movement, and relationship development are part the experience. The format of the training will be responsive to the needs of the cadre.

If you want to be part of this important work, please let your local president know by May 22. As there is limited space, we will let you know if you are selected for the cadre by May 29. We hope to start the program in early June.

Questions? Contact Tani Lindquist, WEA-Sammamish Council President, (Tani.Lindquist@washingtonea.org 425-332-4761).

Foundational Beliefs

- Oppression can be unlearned.
 - Hurting, shaming and blaming are not effective tools for opening and changing minds.
 - Experiencing cognitive dissonance and discomfort are essential components for learning.
 - Increasing awareness of oneself is a strategy for change.
 - It is not our fault, and we have a collective responsibility to change the status quo.
 - Impact and outcomes matter more than intention.
 - Listening is a form of action.
 - Wounded people wound others.
 - Strong relationships are the foundation of diversity-equity and inclusion
 - Challenging racism is everyone's work.
 - There are no quick fixes. It takes sustainable and ongoing efforts to transform systems.
- We believe that change is possible.

