



# Racial Identity Caucusing



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# Welcome

The retreat program will begin at 1:05 pm in order to allow time for people enter the space. Please observe the following virtual meeting etiquette during our time together.

- Please turn your camera on, if possible.
- Mute your microphone when you are not speaking.
- Please turn other sound producing devices on low or vibrate.



# Introductions



- Name
- Agency
- Pronouns
- Racial identity
- If your needs are met

# Land Acknowledgement

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On behalf of WRPA and the Equity, Inclusion, and Belonging Committee, we acknowledge that we gather today on Indigenous land, the stolen ancestral territories of all Tribes who have lived here since time immemorial within the boundaries of what today is the state of Washington. We pay respect to their Elders, both past and present, as well as living descendants and future generations, and we honor with gratitude these traditional lands and waterways.



Confederated Tribes of the Chehalis Reservation  
Chinook Nation  
Confederated Tribes of the Colville Reservation  
Cowlitz Indian Tribe  
Duwamish Tribe  
Hoh Indian Tribe  
Jamestown S'Klallam Tribe  
Kalispel Tribe of Indians  
Kikiallus Indian Nation  
Lower Elwha Klallam Tribe  
Lummi Nation  
Makah Tribe  
Marietta Band  
Muckleshoot Indian Tribe  
Nisqually Indian Tribe  
Nooksack Indian Tribe  
Port Gamble S'Klallam Tribe  
Puyallup Tribe of Indians  
Quileute Tribe  
Quinault Indian Nation  
Samish Indian Nation  
Sauk-Suiattle Indian Tribe  
Shoalwater Bay Tribe  
Skokomish Indian Tribe  
Snohomish Tribe of Indians  
Snoqualmie Tribe  
Snoqualmoo Nation  
Spokane Tribe of Indians  
Squaxin Island Tribe  
Steilacoom Tribe  
Stillaguamish Tribe of Indians  
Suquamish Tribe  
Swinomish Indian Tribal Community  
Tulip Tribes  
Upper Skagit Tribe  
Wanapum  
Confederated Tribes and Bands of the Yakama Nation

# Why We Caucus

Race-based caucusing is a powerful anti-racist tool in confronting the effects of internalized racial oppression and internalized racial superiority in an organization. Members work separately in their respective racial identity groups (BIPOC or White Ally) to examine the dynamics of their organization, unpack them, and plan for action.

Although it may seem counterintuitive to caucus in separate groups, there are good reasons to do so. Within respective racial identity group, individuals learn to work towards dismantling racism from their separate and particular positionality. When they come back together, both identity groups have the skills and tools to move forward together to name, address, and dismantle institutional racism. This time to explore and unpack is known to increase the resilience of individuals doing the difficult work of undoing institutionalized racism.

# What to Expect



Not a training  
or debate  
space

A space to  
acknowledge  
the impacts of  
oppression and  
the resulting  
inequities

Brave space  
vs safe space

Speech designed  
to dismiss, deter  
or harm will NOT  
be tolerated

A space to  
plan for  
action



# Meeting Agreements

- Stay engaged
- Speak your truth
- Experience discomfort
- Listen for understanding
- Expect and accept non-closure





# Centering

*“Sometimes you have to not just dream about what could be—you get out and push, and you pull, and you preach. And you create a climate and environment to get those in high places, to get men and women of goodwill in power to act.”*

—John Lewis, U.S. House of Representative on his continuing dedication civil rights, as he reflected on the March on Washington



Stay  
engaged

Speak your  
truth

Experience  
discomfort

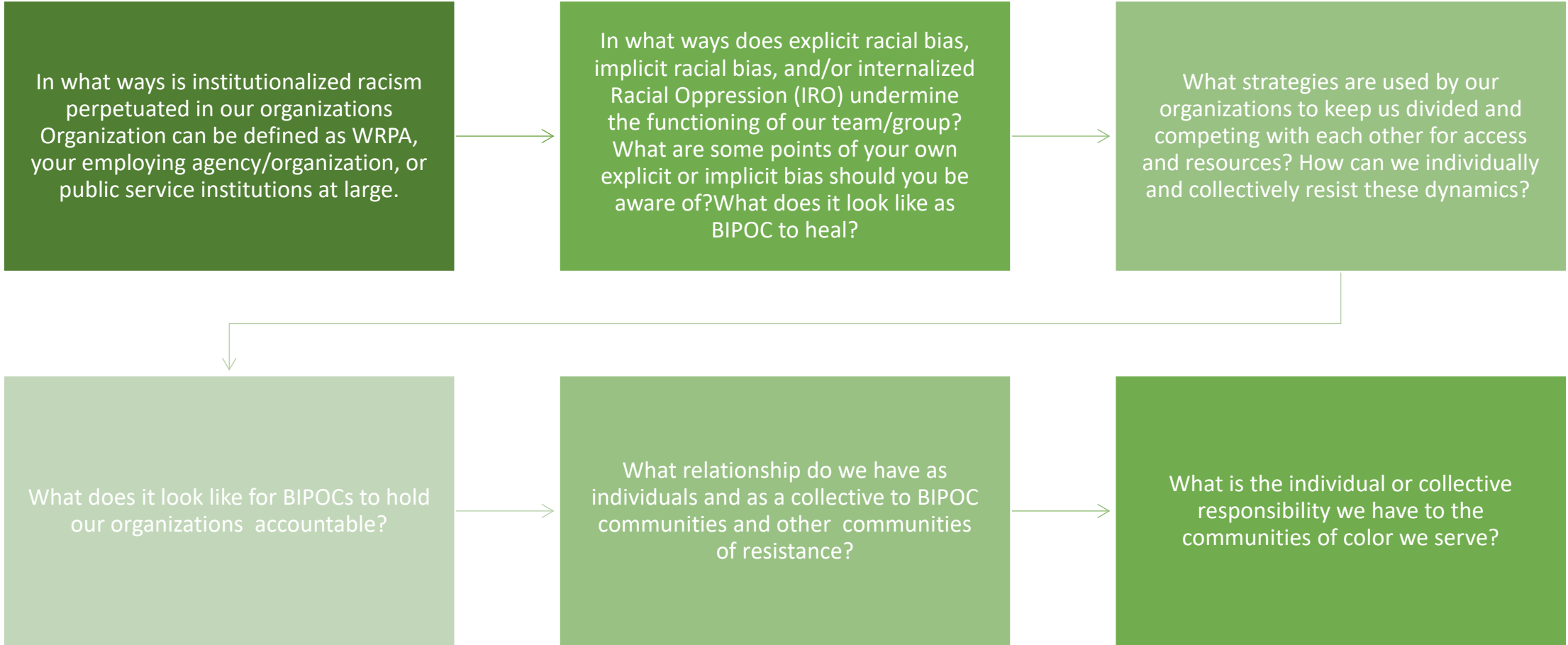
Listen for  
understanding

Expect and  
accept non-  
closure



Caucus Discussion

# Caucus Discussion



# Closing Remarks

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Thank you for giving time and emotional space to the conversation today.  
Thank you, in advance, for your future work to name, address, and dismantle institutional racism.



Thank you caucus organizers and facilitators

Kelly McGinley Ashe  
Hazel Bhang-Barnett  
Melissa Bianconi  
Belinda Chin  
Adriano Eva  
Gabbi Gonzales  
Tiffany Hanzo  
B Hill  
Brian Judd  
Susan Baird-Joshi  
Jen Lee  
Shanyanika McElroy  
Jen Montessor  
Carissa Ware  
Rachiah Whipple  
Aimee Wilson

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