

EQUITY CORE PRINCIPLES

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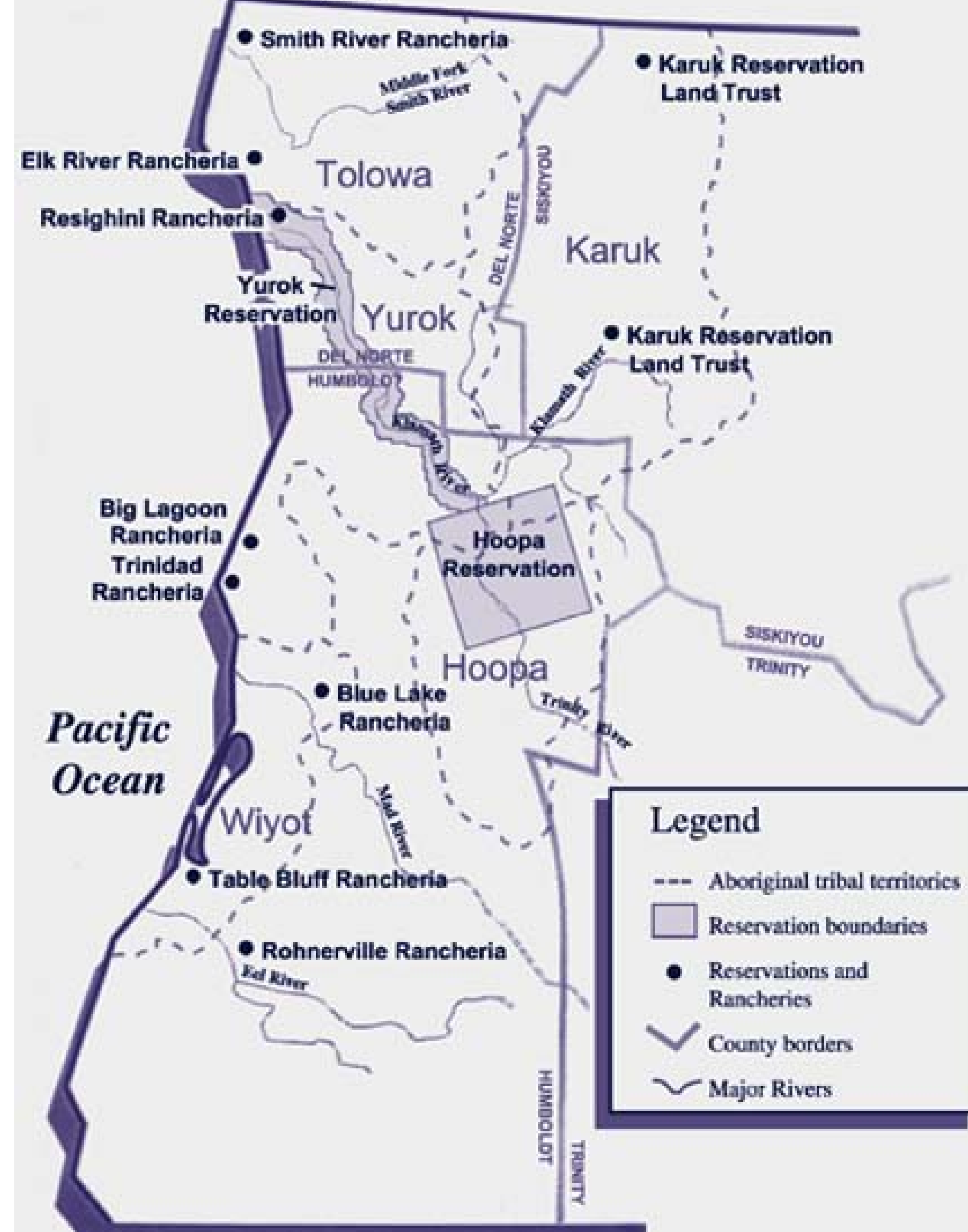


LAND ACKNOWLEDGEMENT

We acknowledge that the land on which we are based is un-ceded territory and traditional ancestral homeland of indigenous nations: Hupa, Karuk, Mattole, Tolowa, Wailaki, Wiyot, Yurok, and other original inhabitants of Humboldt County. We respect and share our gratitude to Indigenous communities.



Yurok dugout canoe tours along the Klamath River Photo: <https://visityurokcountry.com/canoes/>



PURPOSE AND INTENDED OUTCOMES

- To begin to align equity conversations between staff, including assessing current context and work, as well as developing new ideas for equity in the organization.
- By the end of the workshop, participants will:
 - Have a shared understanding of antiracism core principles
 - Explore materials to practice antiracism in work settings
 - Develop and share ideas for expanding antiracism work at College of the Redwoods



THIS PRESENTATION

Things to be aware of:

- We will not solve the issues herein in a single morning;
- Data gathering and analysis are complicated when it comes to issues of race and identity;
- People will feel discomfort in different ways.

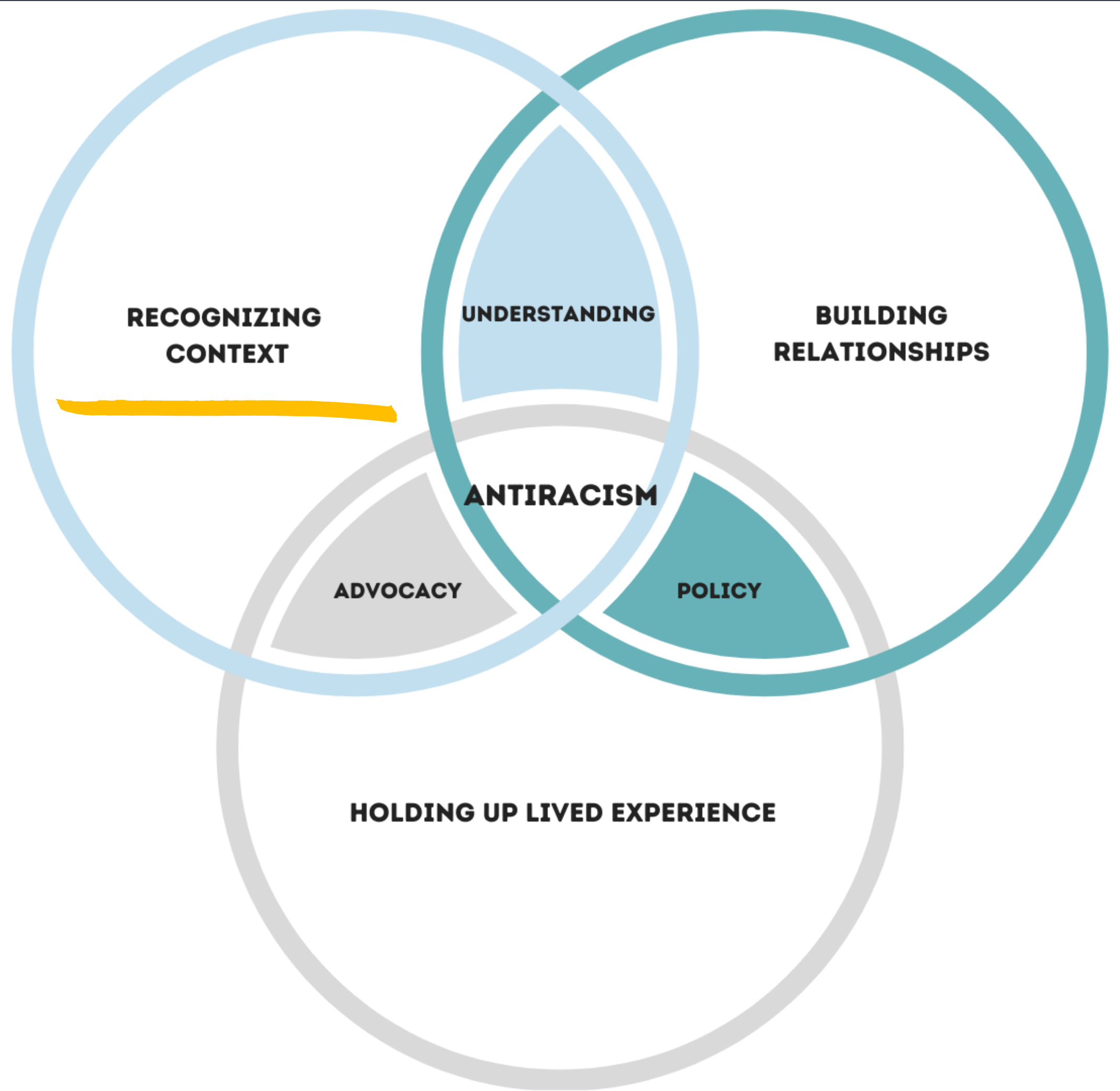
This work is presented with the intent of deepening the conversation going forward.



DEFINITIONS

- Equality
 - Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.
- Equity
 - The assurance of conditions for optimal access and opportunity for all people, with particular focus on promoting policies, practices and cultural messages that eliminate differential negative outcomes for people from historically oppressed groups.
- Anti-racism
 - The work of actively opposing racism by advocating for changes in political, economic, and social life.

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RECOGNIZING CONTEXT

- **Past & present**
- **Sense of place**
- **Implicit bias and the “isms”**
- **Understanding of systems**



MYTH

"The Northcoast is so white"

- Large Indigenous communities, including the two largest Tribes in California.
- First documented Black residents lived in Humboldt County in the late-1860s, going on to run businesses and form social clubs with more Black residents.
- At least one Chinese resident was able to stay in a rural region despite the expulsions of 1885 and 1906.
- At least two of the early congressional representatives for the region identified as Hispanic--one of whom went on to become California's ONLY Hispanic governor.

Photo right: Clarke Museum

Photo below: Slauson Girl blog post



DEMOGRAPHICS

Community



29%

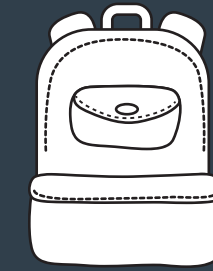
The number of people living in Humboldt and Del Norte Counties who identify as BIPOC.

71%

The number of people living in Humboldt and Del Norte Counties who identify as White.

DEMOGRAPHICS

Schools



42%

The number of students enrolled in Humboldt County who identify as BIPOC.

49%

The number of students enrolled in Del Norte County who identify as BIPOC.

DISCRIMINATION

45

reported hate crimes in Humboldt County between 2001 and 2019

30

were reported as "violent crimes" including aggravated assault, simple assault, intimidation, robbery

15

were reported as "property crimes" including graffiti, vandalism, and burglary

Source: CA Department of Justice Open Justice program



JUSTICE

In Del Norte, the number of White arrests is relatively proportional to Census population estimates for the County (78.1%). In Humboldt, White individuals are under-represented using the same metric (83.2%).

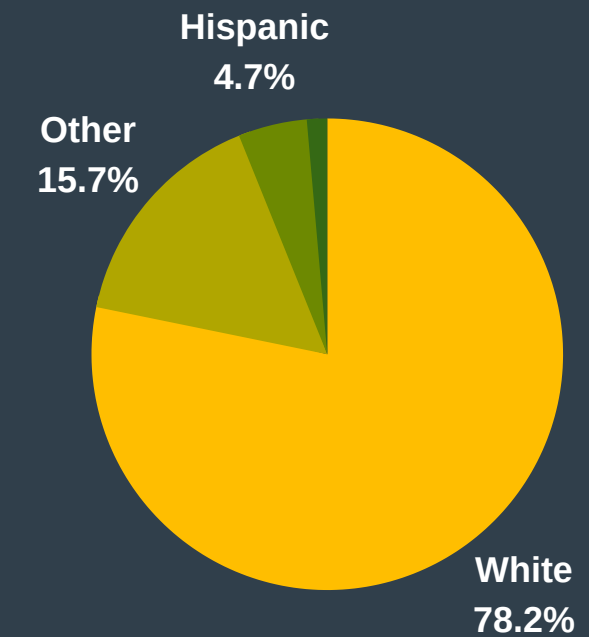
Conversely, Black individuals make up 6.1% of arrests but only 1.5% of Humboldt's population. In Del Norte, Black arrests equal 1.4% of total arrests, but 3.5% of the total population.

Source: CA Department of Justice Open Justice program

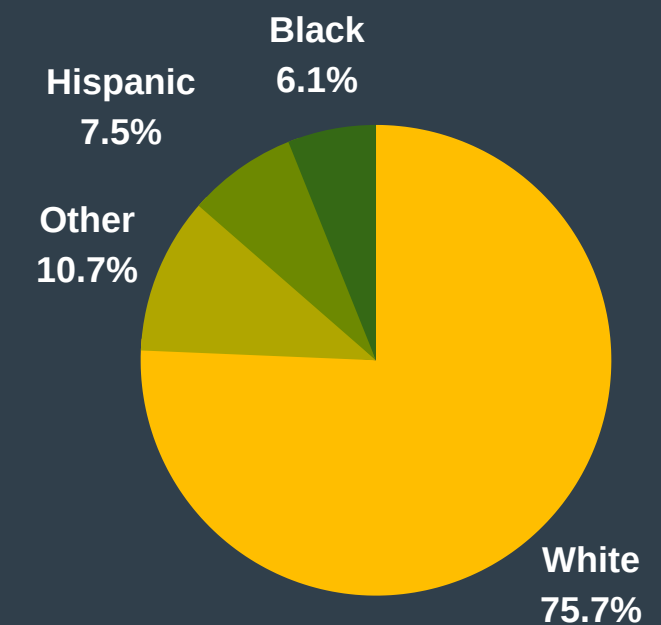
2019 Arrests by Race

Note: the categories of White, Hispanic, Black, and Other are used across law enforcement

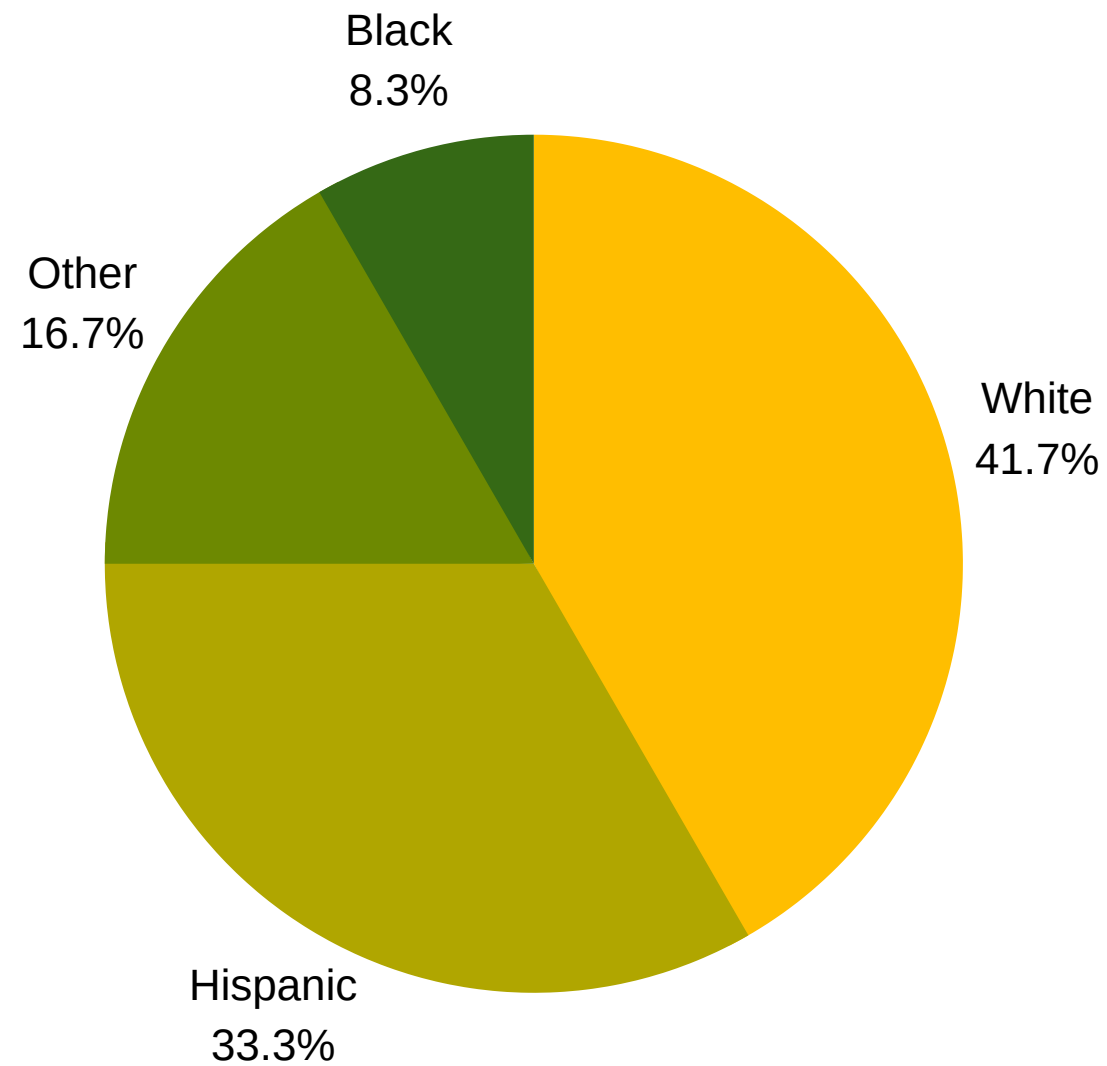
Del Norte County



Humboldt County



JUSTICE



Humboldt and Del Norte law enforcement use of force 2016-2019

Source: CA Department of Justice Open Justice program

Humboldt, Del Norte, and Mendocino Counties account for 1/3 of all cases of Missing and Murdered Indigenous Women and Girls in California

Source: Sovereign Bodies Institute





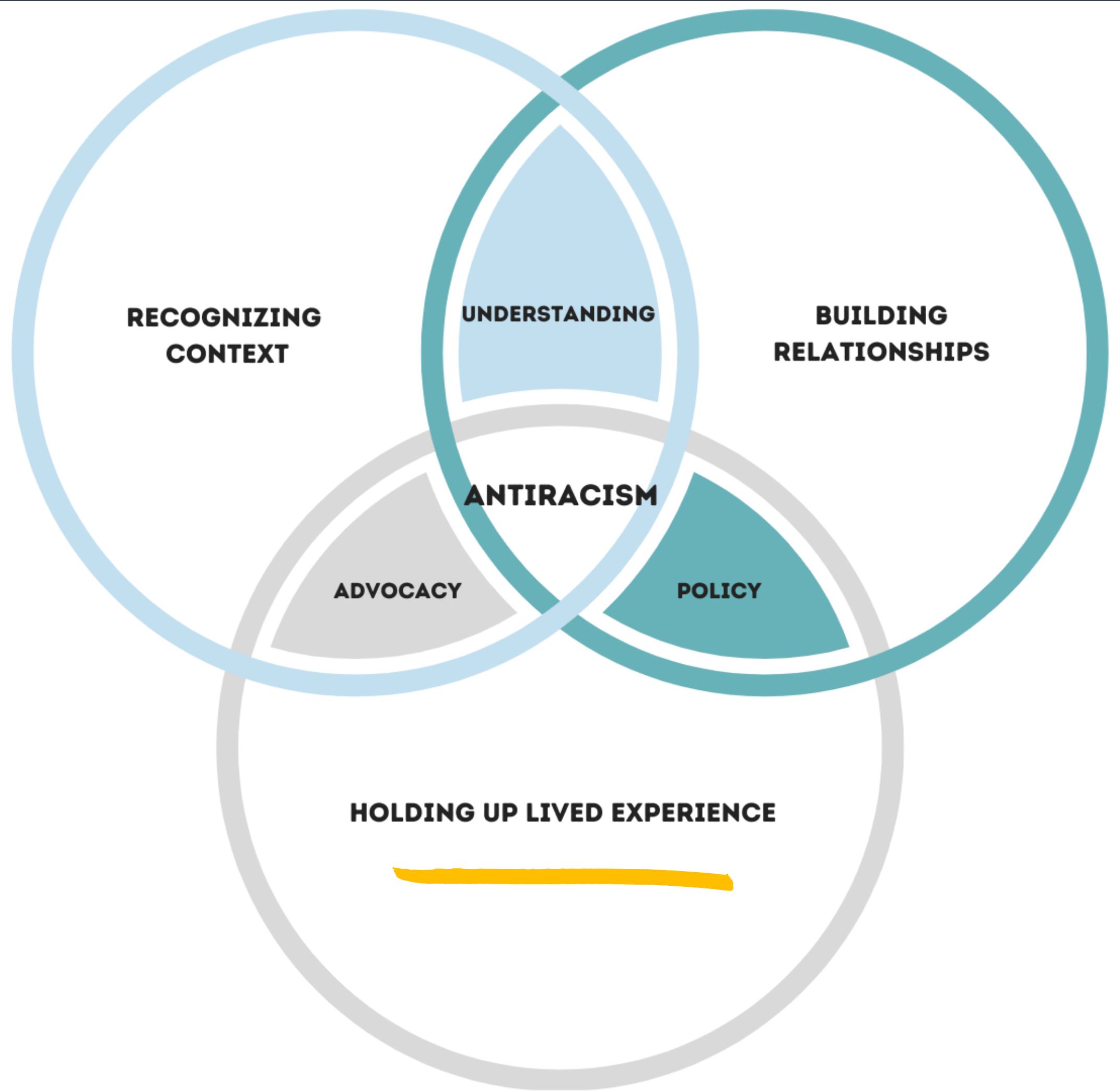
HEALTH

In Humboldt, Native people die, on average, 12 years earlier than White community members.

Source: 2018 Community Health Assessment, Department of Health and Human Services

**Stepping Stone Consulting
2022**

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HOLDING UP LIVED EXPERIENCE

- **Storytelling**
- **Using stories as data**
- **Similarity & difference**
- **Empathy**
- **Justice**



Humboldt County Black, Indigenous and People of Color Student Listening Sessions Report



EXAMPLE

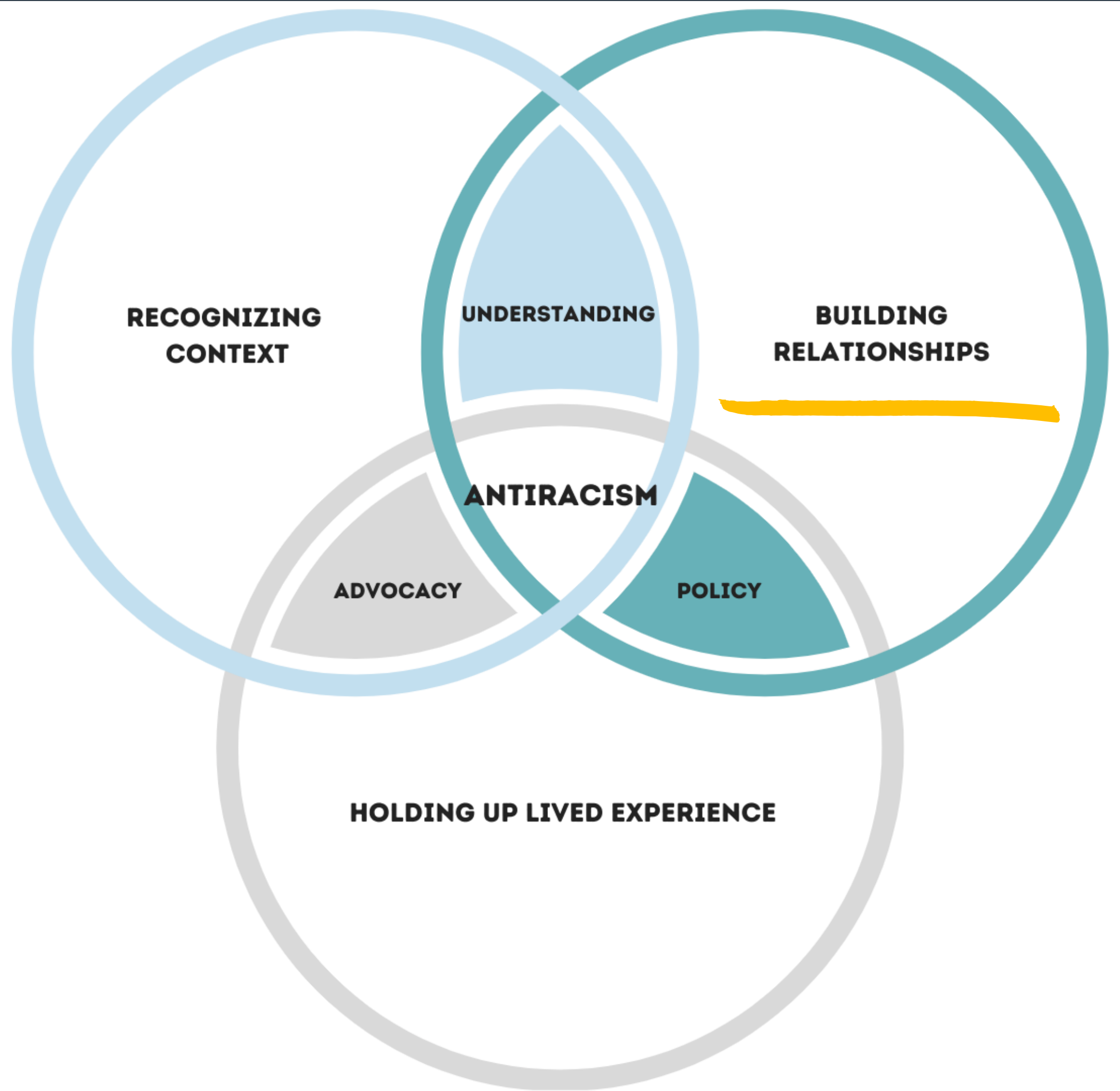
Report Author: Alannah Smith, Program Manager

July 2021

California Center for Rural Policy at Humboldt State University



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BUILDING RELATIONSHIPS

- **Cultural humility**
- **Building trust**
- **Following through**
- **What can people in power offer of value to those with less power**



STRATEGIES

- **Interpersonal: sentence starters**
- **Institutional: land acknowledgment**
- **Institutional: safety policy**





HEALING

Photo bottom left: Black Humboldt

Photo top left: Latino Outdoors Humboldt

Photo top right: Northcoast Journal

Photo bottom right: Taiko Swing Humboldt



BREAKOUTS

- What are you doing currently to understand context, hold up lived experiences, and build relationships?
- What are the barriers (real and anticipated)?
- What resources do you need to further equity and/or antiracism at CR?

2022

THANK YOU!

Questions?

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