

# Resources for Human Rights and Equity Work

## ***Kitsap Resources***

[Dispute Resolution Center of Kitsap County](#)  
[Kitsap Standing Up for Racial Justice \(SURJ\)](#)  
[Kitsap ERACE Coalition](#)  
[Kitsap Strong](#)  
[Kitsap Racial Equity Empowerment Fund \(KREEF\)](#)  
[Kitsap Advocating for Immigrant Rights and Equality \(KAIRE\)](#)  
[Kitsap Immigrant Assistance Center \(KIAC\)](#)  
[Kitsap Pride](#)  
[Kitsap Public Health District Health Equity Collaborative](#)  
[Kitsap Housing and Homeless Coalition](#)  
[Kitsap Public Health District Suicide Awareness Coalition](#)  
[League of Women Voters](#)  
[Up From Slavery Initiative](#)  
[NAACP Bremerton Unit 1134](#)  
[City of Seattle – Race and Social Justice Initiative](#)  
[Puget Sound Regional Council](#)

## ***State-wide and National Resources***

[Community Environmental League Defense Fund](#)  
[Braver Angels](#)  
[Resolution Washington \(ResWA\)](#)  
[Washington State Human Rights Commission](#)  
[National Civic League](#)  
[Kettering Foundation](#)  
[Government Alliance for Racial Equity \(GARE\)](#) at UC Berkeley  
[Annie E. Casey Foundation](#)  
[Race & Pedagogy Institute at University of Puget Sound](#)  
[QLAW Washington](#)  
[Center for Public Deliberation](#) at Colorado State University

## ***Equity-Related Resources***

[Othering & Belonging Institute](#)  
[White Awake](#)  
[World Trust Educational Services](#)  
[Freedom Lifted's Justice at Work](#)  
[Alliance on Race Equity's Advancing Racial Equity in Local Government: Achieving Momentum](#)  
(library of documents from different jurisdictions)  
[Puget Sound Regional Council Equity Resources](#)  
[City of Seattle – Racial Equity Toolkit](#)  
[SDOT – Transportation Equity Framework](#)  
World Trust Educational Services - Social Justice & Equity Movement Building with Shakti Butler  
[Human Impact Partners](#) They have [four trainings](#) for local public health (and other) agencies interested in promoting health equity.  
[Equity Literacy Institute](#). They offer an excellent equity facilitators training and have equity basics e-courses (some are free).  
[Erin Jones](#) of Athena Group in Olympia  
[Soul Focused Group](#) *The Path To Human Solidarity Begins With Self-Solidarity*

**Race Forward** (Organization that runs the Government Alliance for Racial Equity) The trainings they offer include Building Racial Equity (Level 1), Organizing Racial Equity (Level 2), and Decision-Making for Racial Equity (Level 3).

**Race Equity Institute** They developed the Groundwater Approach to understanding equity, which is a really useful framework, especially for government. Excellent training for governmental agencies. ACLU WA recommends them.

**People's Institute for Survival and Beyond** Their *Undoing Racism* workshops (a three-day training) have excellent content. No slides or set agenda and they are very up front about white supremacy and anti-blackness. Some of the content may be triggering, especially for individuals of color, who are asked to reflect and share some sensitive information. Equity managers reported that they heard from some of their POC staff say that they wished they were forewarned about the content.

**Equity in the Center** They provide some trainings specifically for white people and others for people of color. Their equity stances course is excellent and affordable. They have a model for building a race equity culture called *Awake to Woke*.

**Huayruro** Offers great white ally training and deep introspection restorative practice training. Reasonably priced and based in Seattle.

**Cultures Connecting: Addressing Race Relations in the 21<sup>st</sup> Century.** This firm located in Renton WA and offers facilitation, consulting, coaching, keynote services, and workshops. This firm has done loads and loads of work in the Puget Sound region, especially for City of Seattle, and are recognized as a national and state leader. They have a wonderful book on *How to Facilitate Conversations on Race*. Their co-founder Caprice Hollins did an excellent recent TEDX talk and co-founder Ilsa Govan co-wrote an excellent book with Tillman Smith, *What's Up With White Women*. They have recordings of trainings focused on helping white women in their anti-oppression work that can be found [here](#).

**Racing Equity** They have a Transformational Leadership Institute and provide discounts and scholarships for BIPOC registrants.

**Hooks Global** Founder, Karena Hooks, is based in the Puget Sound area. They offer a variety of training including *50 Shades of Anti-Blackness*.

**Leadership Snohomish** offers equity training annually.

**Seventh Sovereign** offers training to organizations that work with tribes. The Washington State Department of Commerce has contracted with them in the past.

**White Supremacy Culture** (book) for dismantling characteristics of supremacy culture.

## ***Tools for Transforming Interactions***

Strategic Questioning with [manual by Fran Peavey](#)

Mediation or Facilitated Dialogue

Restorative Circles

Resolving Implicit Biases – [Test](#) to discover bias

[Racial Equity Tools](#)

[Context of Cultures: High and Low](#)

## ***Multi-generational or Historical Trauma (AKA Epigenetics)***

Research and books by:

[Rachel Yehuda](#), PhD, formerly with Johns Hopkins and now at Cedars Sinai

[Bessel van der Kolk](#), MD

[Gabor Mate](#), MD

[Mark Wollyn](#)

*If there are resources missing that ought to be on this list,  
please contact Dionne Deschenne at [dionnekcchr@gmail.com](mailto:dionnekcchr@gmail.com)*