

## Goal #2

*Provide educational opportunities to SANCA staff and community on anti-racist issues*

<b>Objective: Provide educational opportunities</b>				
<b>Actions</b>	<b>Responsible</b>	<b>Measurement</b>	<b>Latest Due Date</b>	<b>Progress Report</b>
<b>Create Anti-Racist Book Club for staff and SANCA community</b>	Lily B.	Book Club established and meeting regularly	August 2020	Started; needs to expand to include larger SANCA community
<b>Install Land Acknowledgement that acknowledges that SANCA operates on land that was originally occupied by the Duwamish Tribe.</b>	Trevor, Jasmine	Approved by the Board of Directors; posted on website	November 2020	Draft written & approved by AR Team, ready to forward to Board
<b>Create the 'Power of Three' to share three anti-racist resources every Tuesday on social media (books, podcasts, movies, etc.) to help the SANCA community learn how to be better allies to marginalized communities</b>	AR Team	Power of Three posts go on social media every Tuesday along with Blackout post	December 2020	
<b>Establish a shared vocabulary within the SANCA community</b>	AR Team	Host a forum to help staff and Board understand anti-racist terms and objectives	May 2021	Conversation of vocabulary started within AR Team
<b>Conduct required staff and Board trainings on anti-racism; also investigate bringing in outside speakers in future years</b>	Manjit, Tania	Trainings conducted and attended by all staff at least once annually	May 2021 and ongoing	