



Centering Youth

May 4, 2021

At the heart of our work at Associated Recreation Council (ARC), we create opportunities for our community to learn, play, and grow. One way we do this is by providing socially and emotionally safe pre-school and school age care programs for our youth to be youth. What we have seen in the national news is that time and time again in our society, Black and Brown youth do not have the same opportunity as white classmates to be innocent youth. White supremacy criminalizes BIPOC youth from a young age, and it is a tool used to maintain [the cradle to prison pipeline](#). At ARC, we are committed to removing the barriers and policies that uphold the norms and systems that oppress BIPOC youth. Together, we uplift, center, and honor **Adam Toledo** and **Ma'Khia Bryant**- two young lights that were tragically taken from us too soon.

Within the same breath, we have witnessed Black fathers being taken from their families by the hands of those sworn to serve and protect us. We honor, center, and uplift the lives of **Daunte Wright** and **Andrew Brown, Jr.** and their families. We are committed to undoing white supremacy within ourselves and ARC, and that means not remaining silent in moments of injustice. We will continue to stand with **Black Lives Matter**, and center race within all conversations of social justice. We will continue to work together to lead antiracism work across ARC and participate in difficult conversations necessary to becoming antiracist as individuals within our greater Seattle community.

On behalf of the ARC staff and board,

Staff
Racial Equity Work Group

Board
Racial Equity & Social Justice Committee



Standing Against Hate

March 29, 2021

Many of us have struggled with loss, isolation, and economic hardship during the COVID-19 pandemic and recognize that the impacts of our experiences differ based on race. For the Asian community, hate crime is rising across the country, including in Seattle's own Chinatown International District, where small businesses are being vandalized and elders in the community are physically and/or verbally assaulted and threatened. Unfortunately, racism is real and present in our communities.

The Associated Recreation Council (ARC) condemns the continuous killing, abuse, and exploitation of Asian immigrants, Asian-Americans, and Pacific Islanders (AAPI). We honor the lives of **Soon Chung Park, Hyun Jung Grant, Sun Cha Kim, Yong Ae Yue, Delaina Ashley Yaun, Paul Andre Michels, Xiaojie Tan, and Dayou Feng** who were murdered during the tragic events on March 16, 2021 in Atlanta. The names of countless other hate crime victims go unknown, and their lives matter.

The level of hate on display reveals a generational problem, white supremacy, which is woven into the fabric of America through rhetoric, policies, and institutions. It is persistent, insidious, and fosters violence and death. Together, we must make an intentional and collective shift to combat the ongoing impacts of white supremacy and racism and **#StopAAPIHate**. If we do not, more lives will be lost, and our children will inherit the consequences of our inaction.

While these pains are considerable, we also remember the power of love, community, and the significance in centering all things on our humanity. In our June 15, 2020 commitment to equity, we stated that "we stand in solidarity in the fight against racism, othering, and hate. We will not be silent in the face of injustice." Our words and actions are powerful and lasting change takes intentional and proactive action to heal. ARC echoes our commitment to building a healthy community and realizing the potential for us to collectively create environments of acceptance, belonging, and care. We write these words again:

To affect lasting change, we will work with black and brown leaders, educate white community members, and work to eliminate the norms of white supremacy. Moving forward we will increase the focus on our own operational systems and begin the difficult work of dismantling policies and processes that uphold racial inequities. We cannot do this work without community and invite community-based participation and accountability. Black, Indigenous, and People of Color; you are leaders in our organization, leaders in the communities we serve, leaders of our past, and the leaders of our future. We walk with you on this journey forward.

We close with the inspirational words of Layla F. Saad, a New York Times bestselling author, anti-racism educator on the topics of race, identity, leadership, personal transformation, and social change. "White supremacy is anti-life. Let's be the opposite of that."

On behalf of the ARC staff and board,

Jackie Jainga Hyllseth
ARC Executive Director

Justin P. Umagat
ARC Board President

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- [Stop AAPI Hate website](#) where you can report hate incidents and find resources for safety and how to act.
 - [Stop AAPI Hate Annual Report](#) – covering incidents received by the Stop AAPI Hate reporting center from March 19, 2020 to February 28, 2021
 - [Talk to children about xenophobia](#)
 - Better understand how to [dismantle white supremacist culture](#)
 - Learn about the City of Seattle's Race and Social Justice Initiative: <https://www.seattle.gov/rsji>
 - Layla F. Saad, [Letters from Layla: White supremacy is anti-life](#)



Our Commitment to Equity

June 15, 2020

Together we say their names out loud, **Rayshard Brooks, George Floyd, Ahmaud Arbery, and Breonna Taylor**. We mournfully recognize there are countless more black people who have died violent deaths at the hands of law enforcement and white vigilantes. We are angered and saddened that we are here; again. Our grief drives us to do better and still we remain disillusioned of the reality that without powerful change, injustices like these will continue to happen. Institutional racism has taught us to believe that a white human life is more valuable than a black human life. That is why we say out loud, **Black Lives Matter**.

As George Floyd, a man, father, brother, and son was laid to rest this past week, next to his mother, and the voices of 60,000 protesters in our city grew louder than ever as they marched together in silence. By taking the risk to gather during a global pandemic, they have clearly demonstrated the most pressing health concern facing our nation is that we are plagued by our white supremacist culture. A health concern that threatens the lives of our staff, families, community, and country.

We admit that we struggled to develop our message as an organization and acknowledge we do not have all the answers. We stand in solidarity in the fight against racism, othering, and hate. We will not be silent in the face of injustice. ARC's vision, in partnership with Seattle Parks and Recreation, is to **bring together all people to build a healthy community**. Our obligation to take action to improve the health of our community has become clearer than ever.

We renew our commitment to ending racial disparities while simultaneously recognizing that it has not been enough to improve the generational health of our community. To affect lasting change, we will work with black and brown leaders, educate white community members, and work to eliminate dominant culture norms. Moving forward we will increase the focus on our own operational systems and begin the difficult work of dismantling policies and processes that uphold racial inequities. We cannot do this work without community and invite community-based participation and accountability.

Black, Indigenous, and People of Color; you are leaders in our organization, leaders in the communities we serve, leaders of our past, and the leaders of our future. We walk with you on this journey forward.

On behalf of the ARC staff and board,

Bill Keller
ARC Executive Director

Jonathan Hartung
ARC Board President

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- Show up for the movement: <https://blacklivesseattle.org/> and <https://www.kingcountyequitynow.com/>
 - Recognize the Duwamish: <https://www.realrentduwamish.org/>
 - Better understand how to [dismantle white supremacist culture](#)
 - Learn about the City of Seattle's Race and Social Justice Initiative: <https://www.seattle.gov/rsjj>
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