

Continued training for white employees



Parkington-Thal, Heidi

To ZZDept, Prosecuting Attorney

Training

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Sun 8/16/2020 3:07 PM

Good Afternoon,

We have recently had the honor and privilege to hear from many of our colleagues of color regarding their lived experience both in and outside of the workplace. We appreciate their courage and willingness to share their experiences with us in effort to help move the needle on these issues. These conversations and the state of our world have left white people wondering what we can and should do. We are also challenged to do our part in breaking down systemic racism/institutions that we have benefited from at the expense of others.

We are asking all of our white employees, to **please read and watch the articles and videos below**. This will take approximately 2 hours. Most of us were intentionally not taught these historical facts at school in efforts to white-wash U.S. history and gloss over issues with racism in America. Not being taught the true history of racism in America makes it appear as if racism magically stopped after the civil rights movement. Nonetheless, these issues have persisted in many institutions, specifically the criminal justice system playing a large role in perpetuating these issues. This is why it is important that we do the work to educate ourselves and be a part of the change our workplace needs. Dan Satterberg implored us to do our own homework to learn the true history of racism in our country and this is one way you can do so.

[Reconstruction in America](#) – about 6 min.

[Explained Racial Wealth Gap](#) – about 16 min.

[Racism in the United States: By the Numbers](#) – about 4 min.

[Presentation by Dr. Robin DeAngelo](#)* – about 1 hr. and 20 min. (All of our white supervisors, both staff and attorney were asked to watch this presentation and were invited to 2 prior conversations.)

You will be invited to attend one of two discussions sometime during the last week in August/first week in September regarding this educational material. Please make sure to watch the videos prior to the conversation. In addition, here is a [letter](#) by Utah Jazz basketball player Kyle Korver that discusses the reality of racism in America and what else we can be doing about it.

The time you spend reading and watching the videos will be considered work and can and should be done during the work day. Please find a time where you can do so while still meeting your work group's needs. If you have any questions or concerns about that, you can contact your supervisor or HR. We understand that our essential/mission critical employees may not be able to fit this into their schedule at this time.

These conversation will help us take the next steps as an office towards greater equity within the PAO and for our communities.

I look forward to these discussions with you,

Heidi

*Note: The ESJ Committee is aware of some of the recent criticism regarding Dr. DeAngelo's work and we have discussed it. We still feel that the work she has done is of great value and recognize that anyone working in this field will receive criticism. We have not paid Dr. DeAngelo for use of her video which is available for free on YouTube.

New PAO ESJ Policy and Today's Conversation



Satterberg, Dan <Dan.Satterberg@kingcounty.gov>

To ZZDept Prosecuting Attorney



Tue 6/30/2020 10:00 AM



PAO Equity and Social Justice Policy June 2020.docx
51 KB

Good morning PAO Team,

I am honored to join moderator Jimmy Hung and others for Continuing Conversations today at 2:30 – join us if you can. I want to share my thoughts as the leader of this office and as an aspiring white ally. It is inevitable in the study of racism and the history of the United States legal system to conclude that things need to change quickly and sustainably in the criminal justice system, but before we can effectively collaborate with the community we serve we have to first look to our own institution.

I know that PAO leaders, managers, and supervisors, myself included, can do better to make sure that employees of color have a sense of belonging and opportunities to thrive in the PAO. In our talking circle today I will acknowledge where we are today and where we aspire to be as to equity within the PAO.

I am grateful that our Equity and Social Justice work has been underway for several years thanks to our dedicated ESJ Committee. One thing we have learned is that these essential conversations, while uncomfortable, are a necessary prerequisite to enduring change.

Attached is a new policy that addresses equity and social justice within our office. I will be discussing this policy at the talking circle today. You will then receive this policy again from the HR email and be asked to sign and return it by email to the HR inbox.

Thank you each for your contributions to this office.

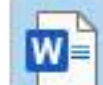
Dan

Please sign - PAO ESJ Policy

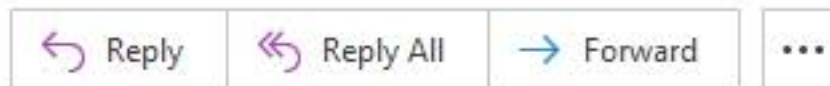


Prosecuting, Attorney-HR

To ZZDept, Prosecuting Attorney



PAO Equity and Social Justice Policy June 2020.docx
58 KB



Thu 7/2/2020 4:41 PM

Good afternoon,

For those of you who were able to join our virtual talking circle this week, you heard Dan Satterberg talk about the importance of increasing equity within our own organization.

To that end, the PAO ESJ Team has drafted the PAO ESJ Policy in the hopes that positive changes within our own organization will increase belonging and opportunity for those most impacted and also spur changes for the better in how we serve our communities.

Please read, sign, and return the signed policy to the PAO HR inbox. You can either sign by turning the document into a PDF or reply to this email with the phrase, "I have read and agree to comply with this policy."

Thank you,

Stephanie Sato - she/her

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"Injustice anywhere is a threat to justice everywhere."

- Dr. Martin Luther King, Jr.

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Prosecutorial Power, Anti-Racism and White Allies



Satterberg, Dan <Dan.Satterberg@kingcounty.gov>

To ○ ZZDept Prosecuting Attorney

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Tue 7/7/2020 3:20 PM



Prosecutorial Power Final.pdf

179 KB



Dear PAO Team,

Members of the ESJ team let me know that there have been requests for a written copy of my remarks describing *The Five Pillars of Criminal Justice Reform* from some of those who joined us for the talking circle last week. I've also learned that there were others who wanted to attend, but were not able to attend.

Attached are my comments during the talking circle to include the Five Pillars framework, which I find useful to capture the vast horizon of reform arenas. I am expanding on this framework for a chapter of a book to be published by NYU Law this fall.

Thank you each for your embrace of our ESJ principles. I am looking forward to the next edition of "Continuing the Conversation" tomorrow at 1:30.

Please contact me if you have questions or would like to discuss further.

Be well,

Dan