

**ONE MI - DTW MI**  
**Community Conversations about Diversity, Equity and Inclusion**

Contacts:

Linda Floyd and Jody Kris (DTWMI)  
Danielle Damasius and Robin Li (ONE MI)

A proposal to collaborate with the City of Mercer Island to organize community events that promote conversations around diversity, equity and inclusion on Mercer Island, organized by Do the Work MI and ONE MI, funded by the City of Mercer Island.

**ONE MI** is a community organization focused on fostering positive identity for children of color, supporting families of color, and advancing equity in the Mercer Island community.

**Do the Work MI** is a group of white women committed to eliminating anti-Black racism by examining our whiteness, our role in perpetuating racist structures, and using our knowledge to promote racial equity and condemn and counteract anti-Black racism.

**Goals:**

- To offer space for conversations that expand understanding of diversity, equity and inclusion in the Mercer Island community
- To provide support for underrepresented families through conversation and opportunities for community connection
- To offer a variety of events that meet the needs of different age groups and demographics

**Metrics:**

- For each event, an accountability process will help us determine if we are achieving these goals

Inputs	Process	Outcomes
Specific event	Activity/Speaker  Number of attendees  Level of engagement (in Q&A or breakout groups)  Demographic diversity (by Zoom poll or anonymous information sheet by check-in) <ul style="list-style-type: none"><li>• Age</li></ul>	Post-event survey/evaluations asking about <ul style="list-style-type: none"><li>• Quality of event/responses</li><li>• Insights or information learned</li><li>• Interest in future events</li></ul>

	<ul style="list-style-type: none"> <li>• Self-identification by <ul style="list-style-type: none"> <li>◦ Race, ethnicity, religion, gender orientation, sexual identity, etc.</li> </ul> </li> <li>• Self-identified interest group <ul style="list-style-type: none"> <li>◦ student, parent, senior, community leader, businessperson, city employee, etc.</li> </ul> </li> </ul>	
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#### Potential Costs:

- Speaker Costs (fees/travel)
- Sign Language Interpretation/Accessibility for Hearing and Visually Impaired
- Books (for book-based events, to offer a certain number of copies free of charge)
- Photocopying (to make articles available to non-tech savvy islanders)
- Event materials and logistics: crafts, food, experiential supplies, and clean up (as needed)
- Space for in-person events *\*note: when COVID protocols allow, we would like to have a mix of Zoom and in-person programming, assuming*

#### Proposed Events:

##### Community Inclusion: Diversity Makes our Community Institutions Stronger

**Format:** Zoom event featuring a speaker who will present on how equity and inclusion fosters creativity, better outcomes, and success.

**Goal:** Inspire community institutions to look beyond the same old volunteers to create new pathways for all to contribute to our community well being.

##### Microaggressions: Why They are Not so Micro

**Format:** Zoom event featuring a speaker to define microaggressions and their effects

**Goal:** Increase awareness of what microaggressions are and the detrimental effects they have in our community.

##### Navigating Microaggressions: Standing up and Speaking Out

**Format:** Author talk and community-wide book club with a focus on:

- How can we intentionally create community with safe spaces to connect, reflect and heal?
- How do microaggressions impact how I feel about myself?
- What are effective responses when people around me are fixated on race instead of seeing me?
- What can I do to protect myself and the people around me from microaggressions?

**Goal:** To give POC parents and kids tools for identifying and addressing microaggressions on Mercer Island (all are invited, but focus is providing tools for families of color).

**Who I Am/Where I'm From**

**Format:** Oral history workshop

**Goal:** Teach islanders how to conduct family oral history interviews, to connect with family heritage and better understand how descent and identity intersect.

**Transnational Conversations: Connecting Across Generations**

**Format:** Speaker, breakout rooms/discussion groups

**Goal:** Build understanding and empathy across multigenerational and multinational family experiences of, and beliefs about, race and identity.

**Community and Connection for Multiracial Families**

**Format:** Speaker, followed by discussion groups or breakout rooms: cross racial adoption, mixed race families, parents of mixed race heritage

**Goal:** Prompt conversation, create community, and identify needs for future events  
*(note: fastest growing ethnic group on MI is mixed race families).*