



equity arcata
**ANNUAL
REPORT**
2019-2020

about

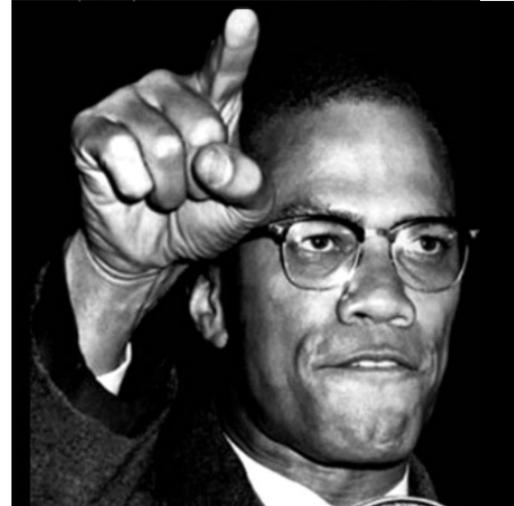
equity arcata is a partnership between the city of arcata, Humboldt State University, local businesses and members of the community working to make Arcata a more inclusive and welcoming environment for Black, Indigenous, and People of Color (BIPOC).

collective impact model

No single person or group can solve increasingly complex social problems on their own. Too many organizations are working in isolation from one another. Equity Arcata working groups collaborate under the collective impact model in order to achieve social change.

Equity Arcata volunteer working groups aim to support community issues and create strategies to:

- raise awareness of racial inequities in our community both past & present
- offer & expand diversity & inclusion learning opportunities for local businesses, in the TK-12 school system and in the community
- develop equity communications & education outreach
- create strategies to help increase housing equity
- organize opportunities for artistic expression & dialogue
- build bridges between law enforcement, students and non-student members of the community
- develop a community bias reporting tool & a community response team
- host community-building events





purpose

our purpose is to create a welcoming, safe and racially equitable community.

vision

we envision an arcata that believes we are a better community because of our growing racial diversity, where new and existing residents and Humboldt State University students are successful and feel supported within the community.

equity arcata working groups



communications

working to create racially equitable marketing & communications practices with cultural humility top of mind. we believe in the importance of looking at traditional marketing & communications methods with a racial equity lens in order to create inclusive messaging for all.

led by: cati gallardo

contact: cgallardo@cityofarcata.org



home away from home

in the spirit of camaraderie and good will, home away from home volunteers host community-building potlucks to create a cultural bridge between local college students and non-student members of the community, in addition to supporting local initiatives surrounding food insecurity.

led by: wesley chesbro

contact: wescheshbro@yahoo.com



housing

working to build strategies that ensure accessible & affordable housing choices safe from discrimination, crime and environmental hazards by promoting:

- accessibility to affordable housing
- the liberty to choose the environment we live in
- resources for landlords, property managers and tenants

led by: alex ozaki & len wolff

Contact: a.ozakimcneill@gmail.com



just arts

working to organize opportunities for artistic expression, exhibition, performance and dialogue surrounding racial equity.

led by: jacqueline dandeneau & laura muñoz

contact: jackied@arcataplayhouse.org



ongoing learning

working to offer learning opportunities about dismantling institutional and systemic racism and white supremacy culture in collaboration with other racial equity efforts in the community for:

- equity arcata members
- humboldt state university students, staff and faculty
- TK-12 school teachers, administrators and staff
- city of arcata employees
- law enforcement
- local business owners & employees
- the general community, including residents, faith-based communities and non-profits

led by meredith oram & oram white
contact: meridith.oram@humboldt.edu



bias reporting

working to develop connections between vulnerable communities, local support and law enforcement by creating an online mapping & reporting system that allows individuals to document their experiences of bias & discrimination in the community, in addition to highlighting places that are welcoming & inclusive.

led by: jennifer eichstedt & sharrone blanc
contact: jennifer.eichstedt@humboldt.edu



police & student safety

working to foster an environment where the relationship between community members and law enforcement, as well as fair practices of law enforcement, support BIPOC to feel safe, protected, represented and engaged.

led by: brian ahearn
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welcoming business

working to develop an environment of racial awareness, discussion and learning opportunities within the local business community so that businesses treat employees and customers fairly.

led by: chuck powell
contact: chuckjpowell@gmail.com

annual highlights (organization overall)



Jacqueline Dandeneau and Laura Muñoz of the Arcata Playhouse formed the just arts working group



the equity arcata class at HSU, SP380 Community Leadership in Action, received approval to be offered for Political Science elective credit for the fall semester of 2020



arcata police department (APD) Chief Brian Ahearn joined the police & student safety working group



the welcoming businesses working group began an equity arcata newsletter for the arcata business community



throughout the winter of 2020, the bias reporting tool working group neared completion on the design of the application's user interface

by the numbers



an average of **8-10** participants attending all working groups meetings.



390 website visits from March-May 2020 (a **40% increase** from the previous 3 months)



525 instagram followers
128 facebook page likes and
139 facebook followers

45



members of equity arcata

325



additional community volunteers

9



students in the HSU equity arcata class, Community Leadership in Action, in Fall and Spring 2019-2020

461



attendees at 3 home away from home potlucks

34



local business donated food, gift certificates and other items to be raffled off; (gift certificates alone totaled upward of **\$880**)



a May funding drive among members produced **\$435** towards HSU's Oh SNAP (which covered one week of produce for about **135 students**)



distributed over **560 electronic copies** of **4 newsletters**



designed **12+ month** ongoing learning curriculum for working groups



released **3 statements** regarding the importance of an equity lens in housing practices, decision making for leaders, and media reporting as COVID-19 exacerbates systemic inequities

year-in-review: the 2019-2020 Humboldt

state university (HSU) school year was marked by unprecedented change and disruption, ending amid the fundamental shift that the global COVID-19 pandemic brought to Arcata residents' lives. However, Equity Arcata worked throughout to raise awareness of racial inequities and address them.



The fall semester began with a change of administration as the university welcomed its eighth president, Dr. Tom Jackson. Equity Arcata kicked off the year by reaching out to students at tabling events and hosting the first home away from home potluck of the year—a well-attended welcome for students.

Equity Arcata also had a booth at the North Country Fair, which allowed the organization to reach a wider swath of the off-campus Arcata community.

As students settled into new housing situations at the beginning of the school year, members of the housing working group supported Humboldt State housing staff in adopting new initiatives to support positive tenant-landlord relationships. Half-way through the school year, the housing group decided to dedicate several meetings



to learn about current practices to address homelessness and other housing issues from the City of Arcata, Arcata House Partnership, the Humboldt Tenant Landlord Coalition (HTLC) program at HSU, and other groups. The housing group intends to continue working with each of these groups regarding the implementation of racially equitable strategies in existing operations.

In August of 2019, welcoming businesses began a newsletter, distributed by the Arcata Chamber of Commerce as well as through Equity Arcata channels, to businesses in the Arcata area. Intended to educate businesses on equitable practices and the benefits of racial equity training in the workplace, as well as to notify recipients of equity-related learning sessions and events, the 4 news-

letters sent out over this school year reached an average viewership of 560 business community members. Welcoming businesses also attended the Arcata Chamber of Commerce mixer and gave a focused talk to Chamber members regarding ongoing learning opportunities that Equity Arcata has to offer.

In September of 2019, the newly formed Just Arts Working Group launched The Round Story, a twelve-month-long project which brings members of the Arcata community together to address racial equity, social justice, and the changing of our demographic. Over the course of the year, Just Arts went on to partner with Centro del Pueblo, Native Women's Collective, Black Humboldt, the NAACP and TruEntertainment in various projects—either forming new relationships or strengthening existing bonds. Throughout the fall and spring semesters, 9 students took the Equity Arcata class—Community Leadership in Action—delving into the field of equity work through service learning as part of Equity Arcata's working groups to apply the theory to servant leadership, racial identity development and collective impact to practice. Police & Student Safety held monthly meetings this school year up until COVID-19 shuttered HSU's campus. During each, students brought concerns regarding safety & policing in the Arcata community directly to the university police and the Arcata Police Department while facilitating larger conversations about race and policing across the country. As the spring semester progressed, new Arcata Police Chief Brian Ahearn entered into these conversations, also serving as a working group chair.



Home Away from Home hosted three potlucks in September, October, and February—each bringing students and non-student attendees together in community and delicious meals in the D Street Neighborhood Center. The October potluck honored the beginning of Indigenous Peoples' Week in partnership with HSU's Council of American Indian Faculty and Staff (CAIFS), Indian Tribal & Personnel Program (ITEPP), and the Native American Studies (NAS) Department, while students from the university's African American Center for Academic Excellence (AACAE) and members of Black Humboldt aided the Home Away from Home working group in planning the February event, which celebrated Black Liberation Month. The fourth and final potluck, set to be held in the end of March and unfortunately cancelled due to COVID-19, was planned in partnership with HSU's El Centro and was going to feature a performance by Ballet Folklórico de Humboldt. In lieu of the event, Home Away from Home organized a funding drive for HSU's Oh SNAP! food pantry, which assisted stu-

dent

dents by providing fresh produce even as the community sheltered-in-place. the drive ultimately raised \$435, covering one week of produce for about 135 students.



as a result of COVID-19, all equity arcata meetings moved to zoom in mid-March. however, important work moved forward--especially as working groups increasingly turned their attention to equity issues inextricable from the virus and its impacts. at the end of april, equity arcata released a collective statement calling on local governments and institutional leaders to center BIPOC in their emergency planning, as centering BIPOC would support



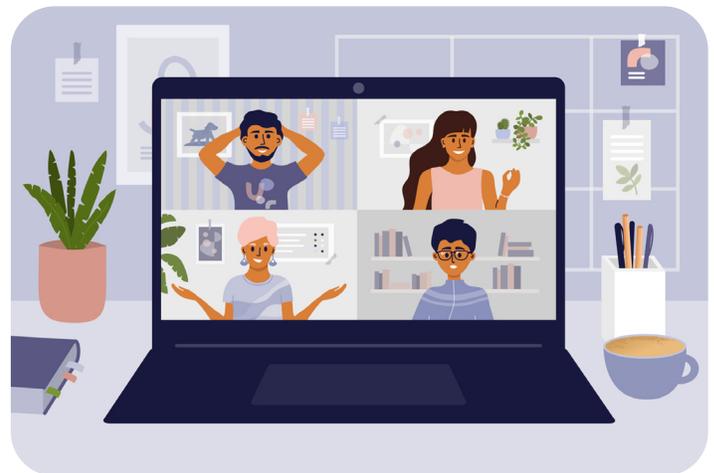
the best decision making for all community members. the same week, the housing working group put out an open letter to landlords and property managers encouraging them to reach out to their tenants, keep track of their tenants' situations, and offer partial or full rent waivers (if landlords' means allowed).

as an isolated april turned into may, and some humboldt county residents began protesting county shelter-in-

place measures, equity arcata released a second collective statement calling upon local news outlets to highlight the fact that most folks wanting to reopen the region are White while most essential workers in our communities identify as women of many races and/or BIPOC and are at greater risk of contracting COVID-19 and dying from it because of systemic inequities. the statement also called upon media outlets to investigate how the pandemic has amplified the structural equalities existent in our communities. this letter to the editor, published in several local news sources, gave ongoing learning chair Meridith Oram and ongoing learning working group member Tim Miller the opportunity to be interviewed by KMUD Radio and Redwood News--further disseminating equity arcata's message in humboldt county's communities.

throughout the 2019-2020 school year, and especially since the COVID-19 pandemic reached arcata, equity arcata strengthened community partnerships with local equity-focused organizations such as Black Humboldt and Centro del Pueblo. the communications working group specifically partnered with these two organizations to get important messages out--collaborations that have become even more crucial as so many of our fellow community members struggle in isolation.

the work that equity arcata kept moving and expanded throughout the scary, uncertain times that COVID-19 brought to arcata--and the systemic inequities that the pandemic is bringing to the surface--are perhaps contributing factors in why website views increased 40% between march and june. equity arcata is becoming an equity resource that



people look to in humboldt county. looking toward the next school year, the organization and working groups have committed to the following goals to move to organization further toward best serving its purpose. looking toward the next school year, the organization and working groups have committed to the following goals to move to organization further toward best serving its purpose:

outlook for the next year

measured outcomes/goals

01

overarching organizational goals for equity arcata

- look into becoming a 501(c)(3) and identifying ways to receive donations
- continue to strengthen current relationships and form new partnerships with other groups and organizations doing equity work in the arcata area
 - establish an MOU to guide partner relationships in the community
- solidify advisory team members and hold quarterly meetings
- continue to strengthen relationships internally among equity arcata members and partnering organizations
- increase membership within working groups
- develop more systemic methods of data collection



02

communications

- create book club or retreat space for equity arcata members
- host community workshops at the Arcata Playhouse
- highlight local POC history through a local history project
- expand video/photography content
- create a book/movie club open to community members via a juststarts/ongoing learning partnership



03

housing

- further diversify working group racially and in terms of bringing property management companies/local landlords to the table
- continue housing learning sessions, record findings and provide recommendations
- facilitate mediation services between tenants and landlords



04

just arts

- create safe and brave spaces for the community to express itself through various art forms including--but not limited to--theater, music, dance, visual art, outdoor pageantry, public installations, parades and digital media
- create and mobilize opportunities for artists to be involved in community conversations
- offer workshops, supplies when possible and connections
- advocate for BIPOC artists



05

home away from home

- find COVID-19-safe ways to make students feel welcome in the arcata community as long as potlucks cannot be held
- continue to strengthen connections to cultural centers on campus
- diversify membership of working group in terms of both race and age
- strengthen outreach to food insecure students and support organizations doing work around food insecurity in the arcata community
- continue to build a connection to CR students and administration



ongoing learning

- 100% of working groups in equity arcata will conduct monthly ongoing learning sessions with their members by december 31, 2020
- 100% of ongoing learning sessions will measure what people have learned using pre and post surveys by december 31, 2020
- 100% of equity arcata members will have participated in Implicit Bias and the Four Dimensions of Racism by december 31, 2020
- 100% of equity arcata members will have participated in Whiteness and Microaggressions by august 31, 2021



06

police and student safety

- create a tangible action plan to hold the humboldt state and arcata police departments accountable for the safety of the students they serve
- effectively and efficiently track data (besides attendance)
- continue to increase dialogue between law enforcement and the community and bridge divides (specifically, with Black and Brown students)
- determine how to bring officers from HSU/APD to conversations around equity
- review the HSU Student Escort Program, exploring questions such as: what is the main purpose of the program? who actually uses the service (are they primarily white)? are the student escorts trained in implicit/explicit racial bias?



07

welcoming business

- develop a code of five crucial equitable practices that businesses in arcata may commit to
- continue producing and distributing equity-focused learning newsletters for the business community
- facilitate Zoom equity learning opportunities for interested businesses
- develop and promote ongoing equity learning sessions and business support tools



08

contact us

*contact equity arcata with any comments or questions.
please visit the teams pages for equity arcata's specific working
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