



Anti-racism Progress Report

June 2022 – May 2023

This year, I have tried to live up to the commitments I made in 2020, based on my adoption of the [Hello Seven pledge](#).

Here are the areas of the pledge followed by what I held to or accomplished, how I fell short, and what I plan to do in the coming year.

Name white supremacy and the impact of racism on both our personal and professional lives.

Last year, I pledged to

- Keep my anti-racism page up and post a link to this progress report on it.
- Continue to name White supremacy as a reality and force to be resisted and dismantled in my business materials and marketing.

This year, I continued these practices. I posted last year's progress report on [my anti-racism page](#) and continued to name White supremacy through my professional anti-racism statements. I also continued to read books by Black authors and to log them in this report.

Engage in anti-racist education for you and your team.

Last year, I pledged to:

- Find and attend two paid anti-racist trainings and attend at least two other training sessions that are free or ticketed.

- Continue to read books by Black and Indigenous authors and consume other media created by (and uplifting) Black content creators and marketers.
- Initiate at least one study group of business owners to more deeply explore anti-racism in our businesses.

I participated in the following trainings and webinars:

- Let's Talk: Gender, [YWCA of Olympia](#) three-part series (paid)
July 30, September 3, September 24
- Let's Talk: Class, YWCA two-part series (paid)
October 29, November 19
- Effective Communication Techniques, [Anti-Racism Daily](#) workshop (free)
May 29

I read or am reading the following books:

- *The Thing Around Your Neck* by Chimamanda Ngozi Adichie
- *Bridges To Heal US* by Erin Jones
- *My View From the Back of the Bus* by Merritt D. Long
- *Somewhere We Are Human* edited by Reyna Grande and Sonia Guiñansaca (currently reading)
- [*Presumed Guilty: How the Supreme Court Empowered the Police and Subverted Civil Rights* by Erwin Chemerinsky (currently reading)]

I did not initiate a business group reading, as I pledged, though I did discuss [this article](#) ("How (Not) to Dismantle White Supremacy," The Forge) with my accountability partners. This discussion has given me a more nuanced view of Tema Okun's popular article, "White Supremacy Culture" and its effect on some leaders of color as White colleagues try to put it to use.

In the coming year I pledge to continue learning from People of Color through books, trainings, webinars, and media, including paid and free options.

Commit to open conflict and allow discomfort.

This year, I continued meeting bi-weekly with two other White professionals through the Thurston County Anti-racism Collective, which has essentially turned into an accountability group.

We've each continued to make steady progress toward making our work more anti-racist.

This year we:

- Continued to seek and offer feedback, encouragement, new perspectives, and accountability to one another.
- Reported on our compliance and growth in antiracist education, spending, and action.

This year I pledge to:

- Continue meeting bi-weekly with the accountability group. Invite other business owners to join in a more active way through person-to-person invitations.
- Seek out more opportunities to be involved with the [YWCA](#). They expanded their [Lets Talk series](#) this year, a great opportunity to learn and talk about race, class, wealth inequality, etc. I will sign up for more of these and get in contact with the facilitators from last year to touch base.

Invest a portion of your monthly company budget to the Black community.

Last year, I pledged to research and use the lists of creators and consultants who are People of Color before making any purchases, purchase actively, and check my spending quarterly.

My business has very few day-to-day expenses. This year, I spent money on the basics: subscription and license renewals, professional services, and office supplies and software. I also purchased items for my office, including shelving and a chair. I bought these from local purveyors and a craftsman, all White. I still struggle to balance local purchasing with purchasing from businesses owned by People of Color.

This year, I will check myself when I need to buy something, asking:

- **Is there a local POC-owned business I could buy from instead of my go-to businesses?**
- **Is there a POC-owned business online that sells what I'm looking for?**
- **If I'm unable to buy a business-related item from a POC-owned business, what other action could I take to offset my spending at White-owned businesses? (e.g. could I spend the same amount of money at an unrelated POC-owned business locally or donate to a POC-led cause?)**

Express your sincere, long-term commitment to becoming an anti-racist organization.

I include a statement on my commitment to antiracism on my contracts and on my website:

Pearl & Ink is an anti-racist business. Through education, active involvement in anti-racist groups, information sharing, internal policies, spending, and action, this business is engaged in the ongoing work of dismantling systemic racism.

I kept up with or grew my commitments in some areas and faltered in others. Here's where each area of my business stands in my goal to become an actively anti-racist business:

Contributions

I continued my policy of giving 5% of my annual income to Black and Indigenous farmers. I continued giving to two groups that support Black farmers.

From June 2022 through May 2023, the business paid Black farming groups \$1,200.00:

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| – Black Food Sovereignty Coalition (Portland) | \$600.00 |
| – Black Farmers Collective (Seattle) | \$600.00 |

After taxes, I calculated that a 5% giving structure would allow Pearl & Ink to give end-of-fiscal-year gifts to the same two local farming operations I gave to last year: [Haki Farmers Collective](#), a Black-founded and -operated group farming land in Lacey and Tumwater and [Salish Roots Farm](#), an operation in the Kamilche Valley operated by the Squaxin Island Tribe. This allowed me to give an additional \$1,472.00 to Black and Native farmers:

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| – Haki Farmers Collective (Olympia/Lacey/Tumwater) | \$736.00 |
| – Salish Roots Farm (Kamilche Valley/Shelton) | \$736.00 |

Because my income stayed steady, I've added Haki Farmers Collective to my regular contribution roster at \$50.00 per month starting June 2023.

Language

This year I did not specifically dedicate time to learning about language, though I did learn about some concepts and terms that allow me to be more specific and accurate and less harmful.

One example: I now use “Latine” instead of “Latinx.” [This ARD post](#) explains that “Latinx, as written, isn’t as grammatically correct as Latine. Latinx, popularized by activists and made mainstream in dominant culture, is waning in popularity and increasingly replaced by Latine.”

This year, I’ll continue to learn and change my language to honor, celebrate, and liberate all people.

Marketing

Last year, I pledged to put up a Story every other month calling attention to the HIRE POC highlight on Instagram. I didn’t do this. My energy petered out, even though I had reminders set on my calendar.

But a recent search helped me find four copywriters of color in the Pacific Northwest: two in Portland, one in Bellevue, and one in Tacoma. **This summer, I’ll reach out to the closest of the three, in Tacoma, to connect and see what kind of work they’re looking for.**

Networking

Last year I pledged to continue to seek out businesses owned by People of Color and to promote their work. I did this to the same degree as the year before, purchasing items from them. I did not make an organized effort to promote their work on social media, namely because my presence on Instagram has faded.

The networking group I’m most closely associated with is just starting to hold events again. I attended none this year but plan to get involved again. This group puts me in touch with a few independent Latine business owners. **This year I’ll get more involved and invite Women of Color who own their own businesses to join the group and also search for ways to support POC-owned business owners in Lacey, Olympia, and Tumwater.**

Collaboration

My goal last year was to reach out to more collaborators of color but since I don't do much work outside my retainer contracts, I don't have much to reach out *about*, other than to introduce myself. **My goal this year is to continue to build a solid, diverse network of professionals that I can learn from and support, even if it just means that I know about and can draw attention to their work.**

This year I worked for the second time with a Black-owned web company, though because of their roles, my direct interactions were solely with the White co-owner. This company does a lot of work for organizations that boost good work in the community, including with many organizations that are led by People of Color and/or promoting the work and stories of People of Color. They're excellent at what they do; I recommend them whenever someone asks for a referral.

This year my business became more predictable, which is making it harder to work with collaborators outside my current circles.