

FAME-EAW

February Newsletter

fame-eaw.org

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Equity Alliance of
WASHINGTON
F.A.M.E.
Thrive • Revive • Dwell

Beyond February: Uplifting Black Communities Year-Round



Letter from FAME-EAW

As Black History Month comes to a close, we don't just reflect—we reaffirm. Dr. Carter G. Woodson launched 'Negro History Week' in February 1926 not only to celebrate our past but to ensure our stories would shape the future. He chose February to honor the birthdays of Frederick Douglass and Abraham Lincoln – two figures who profoundly impacted Black American life. By 1976, this week of recognition had grown into Black History Month, reflecting our community's persistent push for fuller recognition and representation.

But our history, culture, and community aren't confined to February's 28 days. Our stories are living, breathing parts of Seattle's fabric – from the Central District's rich heritage to the new dreams taking root in our neighborhoods today. At FAME-EAW, we believe that preserving Black spaces and creating new ones is year-round work. It's about building homes where our children can grow, where our elders can age with dignity, and where our community can thrive for generations to come.

As we transition from Black History Month into March and beyond, we're not closing a book – we're continuing a story. A story of resilience, growth, and community power. Every day, we're writing new chapters in Black history through the homes we build, the families we support, and the communities we strengthen. Our commitment to uplifting Black lives, creating affordable housing, and fostering economic justice doesn't waver with the calendar. We invite you to stay engaged, stay connected, and keep building with us – because our history is still in the making, and our future is bright.



How We Can Protect DEI Moving Forward

Diversity, Equity, and Inclusion (DEI) programs ensure diverse voices are heard, create equitable opportunities, and foster inclusive environments where all employees can thrive. These initiatives help break down systemic barriers that have historically kept Black professionals and other marginalized groups from advancing in their careers.

The recent wave of corporate DEI rollbacks isn't just disappointing – it's economically shortsighted. Research shows that companies with strong DEI practices outperform their competitors, innovate more effectively, and better serve diverse customer bases. Abandoning these initiatives can lead to talent exodus, reduced innovation, weakened market understanding, and damaged brand reputation. Most critically, it threatens to erase decades of progress in workplace equality and economic opportunity for Black professionals.

But we have the power to respond. The NAACP has outlined clear actions we can take: spend intentionally with companies like e.l.f. Cosmetics, Microsoft, Pinterest, Costco, and Ben & Jerry's that maintain strong DEI commitments. Meanwhile, we must hold accountable companies like Amazon, Google, McDonald's, Meta, Target, and Walmart that have chosen to step back from their DEI commitments. By supporting Black-owned businesses, advocating for stronger diversity policies, and staying informed about corporate practices, we can send a clear message: DEI is essential for building a fair and prosperous future for all.

Quote of the Month!

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The most common way people give up their power is by thinking they don't have any.

— Alice Walker, novelist and social activist

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FAME-EAW Updates: Organizations Leading Change in Seattle

One of the most powerful ways to support Black history, culture, and progress year-round is by connecting with local Black advocacy organizations. These groups work tirelessly to address critical issues—from housing justice and economic empowerment to education and cultural preservation.

Black Advocacy Organizations in Seattle & Washington:

- **Black Community Impact Alliance** – Strengthens Black-led organizations and initiatives to advance economic mobility, education, and health equity.
- **Urban League of Metropolitan Seattle** – Focuses on economic empowerment, education, housing, and health equity for Black communities.
- **African American Leadership Forum (AALF) Seattle** – A collective working to drive policy change and economic justice.
- **Byrd Barr Place** – Provides essential services such as housing assistance, energy support, and financial empowerment.
- **NAACP Seattle-King County** – Champions civil rights, voting rights, and racial justice through advocacy and legal support.
- **Africatown Community Land Trust** – Works to secure land ownership and preserve Black cultural spaces in Seattle's Central District.

These organizations don't just advocate—they educate, organize, and create spaces for community building. Whether you're passionate about housing justice, economic development, arts and culture, or political advocacy, there's a local group aligned with your interests and values.

By following their social media, attending their events, or becoming a member, you gain deeper insights into the ongoing work of Black empowerment while contributing to meaningful change in our community.



The Power of Anti-Racist Literature

We're facing an unprecedented wave of book bans across America, with a disturbing focus on books about race, racism, and Black experiences. In 2023 alone, over 1,500 book bans were enacted in school districts across the country, with books by and about people of color being disproportionately targeted. This is about attempting to silence discussions of racism, identity, and justice that are crucial for building a more equitable society.

The journey to understanding and combating racism requires both education and action, and powerful literature lights the way. Essential reads like "How to Be an Antiracist" by Ibram X. Kendi, "The New Jim Crow" by Michelle Alexander, "The Warmth of Other Suns" by Isabel Wilkerson, and "So You Want to Talk About Race" by Ijeoma Oluo provide crucial frameworks for understanding systemic racism and tools for dismantling it.

You can take action by: supporting your local libraries and independent bookstores that stock diverse literature, joining or supporting organizations like PEN America and the American Library Association that fight against censorship, attending school board meetings to oppose book bans, creating community reading groups focused on anti-racist literature, and donating banned books to community free libraries. Also, consider supporting the African American Children's Book Project and We Need Diverse Books, organizations working to ensure these crucial stories reach young readers. By reading, sharing, and defending anti-racist literature, we're not just preserving books – we're protecting the right to truth, education, and justice for future generations.

Exciting Things to do In Seattle

- **Soulful Flow Yoga: Sounds of Blackness** | Feb 25 | lululemon
- **Making Mixtapes for Black History Month with Girl Scouts** | Feb 26 | Queen Anne Branch - The Seattle Public Library
- **BIPOC Filmmakers Meetup** | Feb 26 | Studio 7117 LLC
- **Essence in Bloom: Celebrating Black Legacy, Culture** | Feb 27 | Gallery B612, 1st Avenue South
- **Black Artists of Change Public Reception** | Feb 27 | Blakely Hall
- **Love Offering Film Feast** | Feb 27 | Wa Na Wari
- **The Role & Resilience of Black Americans in Mil History** | Feb 28 | King County Veterans Program
- **heART Beats: A Fashion Show** | Feb 28 | Black & Tan Hall Rainier Valley
- **Art Opening** | March 1 | Wa Na Wari
- **A Black History Month Comedy Experience** | March 2 | Seattle University
- **Nic Stone with Marcus Harrison Green — 'Dear Manny'** | March 11 | Third Place Books
- **Take Me Out to the QUAD! HBCU Vibe Bingo Experience & Ladies First Market** | March 13 | Victory Hall at The Boxyard