

Morris, Wendy (staff)

From: Love, Rashida
Sent: Wednesday, March 15, 2017 6:34 PM
To: Weinstein, Bret
Cc: All Staff & Faculty DL
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Hello Bret,

On Day of Absence, we are asking folks to caucus exactly as we have done in the past. Because People of Color (POC) and White People have different experiences with race, we are providing intentional spaces so that they can discuss these experiences. As I'm sure you are aware, neither POC or White people are monolithic groups. As such, the dedicated spaces allow the opportunity to discuss both common and different experiences within groups. Talking about race and racism is difficult. It is emotional and often times messy. As a country, we have not done well discussing its complexities. With that in mind, the DOA/DOP planning committee has created schedules that encompass the theme and makes space for students, staff and faculty at different levels of understanding and experience to engage.

While it is true that the Day of Absence program designed for students, staff and faculty of color usually takes place off campus, this year's planning committee (made up of students, staff and faculty from around the college, both White and POC) decided to reverse the pattern. As you may have noticed, many folks who identify as POC have found the national social and political climate discouraging. In reversing the programming schedule, we are re-affirming the value of having POC in higher education and specifically at Evergreen. This year we decided to be seen on campus and to see each other in a space where we don't often get the chance to come together as a collective group. Folks who choose to go off campus are showing solidarity by building community with each other to interrogate their own notions of race and identity and to work in tandem as allies.

No matter who you are, participation is, and has always been, a choice. Every year there are POC and White people who choose not to participate for various reasons. We are asking people to [register for off campus programming](#) because space is limited. No one is being forced to attend either event. There are however, many people in our campus community who believe it worthy to dedicate 8 hours of their lives to engaging in conversations around racism, equity and inclusion. There is no need for a formal protest. You and others are free to choose otherwise.

As it is week 10, I am extremely busy wrapping up the quarter. I have no interest, nor do I have the time to email back and forth. If you would like to discuss your concerns further, I'd welcome you to schedule a meeting. My office is located in Student Academic Support Services, Lib 2139.

Have a nice evening,

Rashida



Rashida N. Love
She/Her Pronouns
Director First Peoples Multicultural Advising Services
The Evergreen State College
360.867.6394
rashidal@evergreen.edu

From: Weinstein, Bret
Sent: Wednesday, March 15, 2017 2:50 PM
To: Love, Rashida
Cc: All Staff & Faculty DL
Subject: Re: Invitation and schedules for Day of Absence/Day of Presence 2017

Dear Rashida,

When you first described the new structure for Day of Absence / Day of Presence at a past faculty meeting (where no room was left for questions), I thought I must have misunderstood what you said. Later emails seemed to muddy the waters further, while inviting commitments to participate. I now see from the boldfaced text in this email that I had indeed understood your words correctly.

There is a huge difference between a group or coalition deciding to voluntarily absent themselves from a shared space in order to highlight their vital and under-appreciated roles (the theme of the Douglas Turner Ward play *Day of Absence*, as well as the recent Women's Day walkout), and a group or coalition encouraging another group to go away. The first is a forceful call to consciousness which is, of course, crippling to the logic of oppression. The second is a show of force, and an act of oppression in and of itself.

You may take this letter as a formal protest of this year's structure, and you may assume I will be on campus on the Day of Absence. I would encourage others to put phenotype aside and reject this new formulation, whether they have 'registered' for it already or not. On a college campus, one's right to speak--or to be--must never be based on skin color.

If there was interest in a public presentation and discussion of race through a scientific / evolutionary lens, I would be quite willing to organize such an event (it is material I have taught in my own programs, and guest lectured on at Evergreen and elsewhere). Everyone would be equally welcome and encouraged to attend such a forum, irrespective of ethnicity, belief structure, native language, political leanings, or position at the college. My only requirement would be that people attend with an open mind, and a willingness to act in good faith.

If there is interest in such an event, please let me know at bret.weinstein@gmail.com.

Bret

On Mar 14, 2017, at 5:37 PM, Love, Rashida <rashidal@evergreen.edu> wrote:

Dear Colleagues,

As you prepare for a much needed break, I'd like to take a minute to remind you about **Day of Absence (April 12) & Day of Presence (April 14)**.

Day of Absence/ Day of Presence is an annual two-day event for Evergreen students, staff, and faculty to explore issues of race, equity, allyship, inclusion and privilege. Day of Absence is a day for community building around identity and conversations about issues of difference. We reunite for Day of Presence for a day to share ideas with each other as allies. Learn more about the history and mission of this annual tradition [here](#).

Theme

The theme this year is **"Revolution is not a one-time event; your silence will not protect you"**, inspired by Audre Lorde. Recently, many of us have been looking for tangible ways to commit to equity on both the local and national level. This year's theme challenges us to act, engage, and build relationships that build the inclusive community we seek.

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Because of the need for a dedicated space to explore issues of diversity within each of these two perspectives, each program has been designed with a specific community-building objective in mind. And because many of us are mixed, and may not wholly identify ourselves with one community or the other, we invite each person to attend the program of their choice, wherever they feel most comfortable.

Please notice that in 2017, for the first time, we are reversing the pattern of previous years; our Day of Absence program especially designed for faculty, staff, and students of color will happen on campus this year, while our concurrent program for allies will take place off campus.

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The program is a full-day conference with keynote presentations, multiple workshop sessions, lunch and community activities. Attached is the schedule for the day. Information about evening events will be announced soon.

Attending the Events

By committing to participate in DOA/DOP, you are engaging in an innovative and unique opportunity to examine equity and difference in an academic environment that truly exemplifies Evergreen's commitment to learning across significant differences.

The DOA/DOP planning committee has created a schedule that encompasses the theme and makes space for students, staff and faculty at different levels of understanding and experience to engage. Because of space restrictions, some events will require registration, some will require tickets, and many will be free and open. Attached to this email is the schedule for the three programs; please review and make your selections for attendance.

Thank you to the almost 750 students, staff and faculty who are already committed to attending this year's event. I encourage many more of you to join us.

Sincerely,

Rashida Love on behalf of the 2017 DOA/DOP Planning Committee



Rashida N. Love

She/Her Pronouns

Director First Peoples Multicultural Advising Services

The Evergreen State College

360.867.6394

rashidal@evergreen.edu

<DOP Workshop Schedule and Descriptions.pdf><Copy of Day of Absence Off Campus Schedule.pdf><DOA On.pdf>

Morris, Wendy (staff)

From: Weinstein, Bret
Sent: Saturday, March 18, 2017 2:10 AM
To: Galarneau, Genevieve (Staff)
Cc: Love, Rashida; All Staff & Faculty DL
Subject: Re: Invitation and schedules for Day of Absence/Day of Presence 2017

Hi Gen,

I appreciate that you are able to be publicly critical of my position, while remaining constructive and treating me like a human being. It is a model of how dialog should be at Evergreen.

I agree with your thesis about the historical misuse of science as it has so often been applied to the concept of “race,” but I think it is also important to point out an irony in your desire to raise my awareness of this pattern.

Many will recognize Weinstein as a German/Jewish name. My ancestors were all European Jews, primarily from Russia, Poland and Ukraine. European Jews like my ancestors have faced repeated waves of anti-Semitic persecution stretching back at least as far as the 3rd century B.C.E.

The most recent wave was at its height a mere 25 years before my birth. The Nazis were then at the peak of their “final solution to the Jewish question.” Their solution began simply, with registration, bullying and sanctioned violence. It moved on to walled ghettos in which Jews died by the thousands from starvation and murder at the hands of Nazi police. Outside of the ghettos, mass shootings were arranged across Europe—33,771 Jews were robbed of every possession, stripped naked and machine-gunned over the course of just two days at Babi Yar, for example. But this method proved too psychologically taxing for the executioners, and the accumulation of bodies was impractical. As a result, the Nazis devised labor and death camps to sanitize and streamline their genocide.

Those who are sensitive, may wish skip the next paragraph.

Not only were the Jews of Europe methodically exterminated, but many were enslaved and worked to death in service to their tormentors. The most unlucky among them--the “sonderkommandos”-- were chosen on arrival at a camp, isolated from all other slaves, and forced to do the dirty work of hauling never ending streams of freshly murdered people from the gas chambers, prying the gold from their teeth before incinerating the bodies in the crematoria. It was not uncommon for them to encounter the corpses of friends and relatives in the course of their work. It was ‘traditional’ for the Nazi guards to initiate new sonderkommandos by having them process the bodies of the sonderkommandos they were chosen to replace.

I raise this sickening history because the Nazi High Command explicitly rationalized their depraved, deliberately cruel extermination Jews, homosexuals, Jehovah’s Witnesses and Roma with an overt appeal to Darwinism. As a Jewish evolutionary biologist, I do not think I could possibly be any more aware of the hazard posed by weaponized “Darwinian” logic.

When I offered to provide an evolutionary perspective on “race” it was not to justify oppression, as many seem to have imagined. It was, quite to the contrary, with an eye towards permanently ending oppression by understanding and addressing it at its evolutionary root. I truly believe that scientific enlightenment of this sort could ensure that genocide never happens again—to anyone.

Thanks again for the humanity evident in your approach.

Bret

On Mar 16, 2017, at 1:58 PM, Galarneau, Genevieve (Staff) <galarneg@evergreen.edu> wrote:

Bret,

I wonder at your call for a “scientific” or “evolutionary” discussion of race. Perceptions of race differ cross-culturally making it less of a scientific classification as it is social. The social distinction of race, as well, is less concerned with phenotypes as it is with positionality and power differentials.

Furthermore, we must acknowledge that a “scientific” discussion of race is also heavily informed by our socialization. The academic discourses of the evolutionary sciences and ethnography alike have their early roots in racially prejudiced theories which reinforce white supremacy; one such example being cultural evolutionary theory which posits that cultures “evolve” in a linear sequence and firmly stakes European accomplishments as the pinnacle of human achievements and consequentially the benchmark by which to judge everyone else.

Personally, I think the role reversal of this year’s DoA is brilliant in that it encourages Evergreen’s white population to take accountability for their active participation in unlearning racial prejudice in a way that staying on campus wouldn’t. Like Pauline Yu mentioned at yesterday’s faculty meeting: yes, talking about race is hard, but that doesn’t mean we should set it aside for later; we have all had to work hard in order to earn our degrees and be here, so it clearly not beyond our intellectual capabilities. In fact, those of us in higher education have an obligation as educators to put in that hard work for the betterment of our community at and beyond Evergreen.

In short:

- Race, while having phenotypical markers, is primarily a social construction that sustains itself through power differentials
- A “scientific” or “evolutionary” discussion of race does not exist in a vacuum and cannot be separated from issues of power and positionality
- DoA role reversal empowers the white population at Evergreen to engage in deliberate talks about race and ally-ship in which our colleagues of color have participated in past years
- At last, the DoA role reversal highlights the fact that racism is not a “person of color” issue but a human issue that everyone needs to work on, consistently

Best,

Genevieve Galarneau

From: Weinstein, Bret

Sent: Wednesday, March 15, 2017 2:50 PM

To: Love, Rashida <rashidal@evergreen.edu>

Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>

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Morris, Wendy (staff)

From: Sawyer, Sheila
Sent: Friday, March 17, 2017 3:48 PM
To: Robinson, Peter; Galarneau, Genevieve (Staff); Weinstein, Bret; Love, Rashida
Cc: All Staff & Faculty DL
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

I know how I felt as a little Negro girl taking those tests, that science said I was doomed to fail.

And I do not think those Mamas & Daddies were stupid people, I think they were misled by the FACTS many knowledgeable educated scientific individuals chose to put forth as fact, spreading it as truth. Especially since the ones writing the articles had a lot more education than the ones reading the articles.

So who was more stupid the scientists writing and believing what they wrote or the less educated people reading and believing what was written?

Truth is in the eye of the beholder. No need to waste any more time on this Peter.

*Best regards,
Sheila*

From: Robinson, Peter
Sent: Friday, March 17, 2017 3:23 PM
To: Sawyer, Sheila <sawyers@evergreen.edu>; Galarneau, Genevieve (Staff) <galarneg@evergreen.edu>; Weinstein, Bret <bretw@evergreen.edu>; Love, Rashida <rashidal@evergreen.edu>
Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Dear Sheila,

First, your Mama sounds like a wise person and a wonderful mother.

Second, I am pink-skinned. I grew up in a mostly-“white” household, in a population where not even one person in a hundred was “white”. I was poor, and went through days without seeing another person who looked like me. Despite that, I grew up lucky because I never identified with the color of my skin.

I do NOT believe Mamas & Daddies of little white boys & girls believe these “facts” are true.

I think Stupid people believe these “facts” are true. Stupid white people believe stupid facts. Stupid black people believe stupid facts. Stupid brown people believe stupid facts.

Believing stupid facts is not about the color of your skin. It’s about being Stupid.

I read those facts when they came out, just as you read or heard them. I thought they were stupid when I read them. I thought they were ill-informed, unscientific, and misleading. I didn't think that with my skin. I thought it with my brain—and, in part, with my experience, and my heart.

When I hear someone say something stupid, I never think, "Oh, there's a stupid white person", or "there's a stupid black person", nor "there's a stupid woman" nor "there's a stupid man" nor "there's a stupid Christian" nor "there's a stupid liberal".

Sometimes, it's just about Stupid.

Peter

From: Sawyer, Sheila

Sent: Friday, March 17, 2017 10:58 AM

To: Galarneau, Genevieve (Staff) <galarneg@evergreen.edu>; Weinstein, Bret <bretw@evergreen.edu>; Love, Rashida <rashidal@evergreen.edu>

Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>

Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Gen —Very well argued! As a graduate of Evergreen you are upholding the banner of informed discussion. You Go Girl!

Bret —I get it that you are feeling oppressed, misunderstood, and as a scientist – defensive. On the other hand Science has a lot to make right in terms of people of color. I was born and grew up in Washington State during the sixties-seventies. My parents read the newspaper avidly, and at least once a week there would be a scientific article stating as FACT our inferiority to white people. Our heads were too small, our brains did not develop intellectually at the same rate as whites during the Evolutionary process, hence we did not have the capacity to learn more than basic skills as proven out by the Nat'I Test Scores.

Mama would read these FACTS out loud in her clear strong voice, and say "God, what foolishness". One evening after reading another SCIENTIFIC FACT about us, and seeing my consternation (because I was facing one of those 'Nat'I tests' the next day) she said:

"Baby I am reading this to you not so you will worry that YOU aren't good enough or smart enough. I am reading this to you so you are prepared and aware, because the Mamas & Daddies of the little white boys & girls you go to school with are reading these 'SCIENTIFIC FACTS' and believing they are true. Well THEY ARE NOT so hold your head up, do your best, forgive the ignorance of others, and realize you can't change minds until hearts change. Unfortunately the qualities needed to change hearts 'Humility, Empathy, and Integrity' are the hardest to cultivate."

It is sad to say those qualities are as elusive today as they were back then. Especially Humility which is viewed as a weakness rather than a strength. I hope one day that both sides of the isle will come to value this quality as a strength.

Rashida — Keep up the excellent work you do every day and a THANK YOU for the above & beyond time and work you put into the DOA/DOP! When I first started working here I was thrilled about the Day of Absence that was held away from campus at the Lacey Community Center. It was the one day a year I could drop my mantle of prepared awareness and not (as my Mama would say) "Be the only fly in the buttermilk". Rashida what you

all are doing is much better, with this new DOA you've taken out the fly & the buttermilk and made it a



chocolate/vanilla swirl mmmm!

*Warm regards to all,
Sheila*

From: Galarneau, Genevieve (Staff)
Sent: Thursday, March 16, 2017 1:59 PM
To: Weinstein, Bret <bretw@evergreen.edu>; Love, Rashida <rashidal@evergreen.edu>
Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>
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Genevieve Galarneau

From: Weinstein, Bret
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We must not accept **any** rationale to justify dehumanization.

Humbly,
Colby

Colby Morelli
Associate Director
Office of Financial Aid
The Evergreen State College
Olympia, WA 98505

From: Sawyer, Sheila
Sent: Friday, March 17, 2017 10:58 AM
To: Galarneau, Genevieve (Staff); Weinstein, Bret; Love, Rashida
Cc: All Staff & Faculty DL
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Gen —Very well argued! As a graduate of Evergreen you are upholding the banner of informed discussion. You Go Girl!

Bret —I get it that you are feeling oppressed, misunderstood, and as a scientist – defensive. On the other hand Science has a lot to make right in terms of people of color. I was born and grew up in Washington State during the sixties-seventies. My parents read the newspaper avidly, and at least once a week there would be a scientific article stating as FACT our inferiority to white people. Our heads were too small, our brains did not develop intellectually at the same rate as whites during the Evolutionary process, hence we did not have the capacity to learn more than basic skills as proven out by the Nat’l Test Scores.

Mama would read these FACTS out loud in her clear strong voice, and say “God, what foolishness”. One evening after reading another SCIENTIFIC FACT about us, and seeing my consternation (because I was facing one of those ‘Nat’l tests’ the next day) she said:

“Baby I am reading this to you not so you will worry that YOU aren’t good enough or smart enough. I am reading this to you so you are prepared and aware, because the Mamas & Daddies of the little white boys & girls you go to school with are reading these ‘SCIENTIFIC FACTS’ and believing they are true. Well THEY ARE NOT so hold your head up, do your best, forgive the ignorance of others, and realize you can’t change minds until hearts change. Unfortunately the qualities needed to change hearts ‘Humility, Empathy, and Integrity’ are the hardest to cultivate.”

It is sad to say those qualities are as elusive today as they were back then. Especially Humility which is viewed as a weakness rather than a strength. I hope one day that both sides of the isle will come to value this quality as a strength.

Rashida — Keep up the excellent work you do every day and a THANK YOU for the above & beyond time and work you put into the DOA/DOP! When I first started working here I was thrilled about the Day of Absence that was held away from campus at the Lacey Community Center. It was the one day a year I could drop my mantle of prepared awareness and not (as my Mama would say) "Be the only fly in the buttermilk". Rashida what you all are doing is much better, with this new DOA you've taken out the fly & the buttermilk and made it a



chocolate/vanilla swirl mmmm!

*Warm regards to all,
Sheila*

From: Galarneau, Genevieve (Staff)

Sent: Thursday, March 16, 2017 1:59 PM

To: Weinstein, Bret <bretw@evergreen.edu>; Love, Rashida <rashidal@evergreen.edu>

Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>

Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Bret,

I wonder at your call for a “scientific” or “evolutionary” discussion of race. Perceptions of race differ cross-culturally making it less of a scientific classification as it is social. The social distinction of race, as well, is less concerned with phenotypes as it is with positionality and power differentials.

Furthermore, we must acknowledge that a “scientific” discussion of race is also heavily informed by our socialization. The academic discourses of the evolutionary sciences and ethnography alike have their early roots in racially prejudiced theories which reinforce white supremacy; one such example being cultural evolutionary theory which posits that cultures “evolve” in a linear sequence and firmly stakes European accomplishments as the pinnacle of human achievements and consequentially the benchmark by which to judge everyone else.

Personally, I think the role reversal of this year’s DoA is brilliant in that it encourages Evergreen’s white population to take accountability for their active participation in unlearning racial prejudice in a way that staying on campus wouldn’t. Like Pauline Yu mentioned at yesterday’s faculty meeting: yes, talking about race is hard, but that doesn’t mean we should set it aside for later; we have all had to work hard in order to earn our degrees and be here, so it clearly not beyond our intellectual capabilities. In fact, those of us in higher education have an obligation as educators to put in that hard work for the betterment of our community at and beyond Evergreen.

In short:

- Race, while having phenotypical markers, is primarily a social construction that sustains itself through power differentials
- A “scientific” or “evolutionary” discussion of race does not exist in a vacuum and cannot be separated from issues of power and positionality
- DoA role reversal empowers the white population at Evergreen to engage in deliberate talks about race and allyship in which our colleagues of color have participated in past years
- At last, the DoA role reversal highlights the fact that racism is not a “person of color” issue but a human issue that everyone needs to work on, consistently

Best,

From: Weinstein, Bret
Sent: Wednesday, March 15, 2017 2:50 PM
To: Love, Rashida <rashidal@evergreen.edu>
Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>
Subject: Re: Invitation and schedules for Day of Absence/Day of Presence 2017

Dear Rashida,

When you first described the new structure for Day of Absence / Day of Presence at a past faculty meeting (where no room was left for questions), I thought I must have misunderstood what you said. Later emails seemed to muddy the waters further, while inviting commitments to participate. I now see from the boldfaced text in this email that I had indeed understood your words correctly.

There is a huge difference between a group or coalition deciding to voluntarily absent themselves from a shared space in order to highlight their vital and under-appreciated roles (the theme of the Douglas Turner Ward play *Day of Absence*, as well as the recent Women's Day walkout), and a group or coalition encouraging another group to go away. The first is a forceful call to consciousness which is, of course, crippling to the logic of oppression. The second is a show of force, and an act of oppression in and of itself.

You may take this letter as a formal protest of this year's structure, and you may assume I will be on campus on the Day of Absence. I would encourage others to put phenotype aside and reject this new formulation, whether they have 'registered' for it already or not. On a college campus, one's right to speak--or to be--must never be based on skin color.

If there was interest in a public presentation and discussion of race through a scientific / evolutionary lens, I would be quite willing to organize such an event (it is material I have taught in my own programs, and guest lectured on at Evergreen and elsewhere). Everyone would be equally welcome and encouraged to attend such a forum, irrespective of ethnicity, belief structure, native language, political leanings, or position at the college. My only requirement would be that people attend with an open mind, and a willingness to act in good faith.

If there is interest in such an event, please let me know at bret.weinstein@gmail.com.

Bret

On Mar 14, 2017, at 5:37 PM, Love, Rashida <rashidal@evergreen.edu> wrote:

Dear Colleagues,

As you prepare for a much needed break, I'd like to take a minute to remind you about **Day of Absence (April 12) & Day of Presence (April 14)**.

Day of Absence/ Day of Presence is an annual two-day event for Evergreen students, staff, and faculty to explore issues of race, equity, allyship, inclusion and privilege. Day of Absence is a day for community building around identity and conversations about issues of difference. We

reunite for Day of Presence for a day to share ideas with each other as allies. Learn more about the history and mission of this annual tradition [here](#).

Theme

The theme this year is **“Revolution is not a one-time event; your silence will not protect you”**, inspired by Audre Lorde. Recently, many of us have been looking for tangible ways to commit to equity on both the local and national level. This year’s theme challenges us to act, engage, and build relationships that build the inclusive community we seek.

Day of Absence

On Day of Absence, you can choose how and where to participate. This year, we will have a full-day, on-campus educational and social program designed to address issues from the perspective of people of color.

At the same time, off-campus, at the Unitarian Universalist Church (2315 Division St NW), we will host a full-day program focusing on allyship and anti-racism work from a majority culture or white perspective. **Due to the capacity limits of the space (200 participants), we are asking those members of the Evergreen community who wish to attend the off-campus Day of Absence program to commit in advance by completing the [registration form](#).** We’ll be taking registration commitments in the order of submission, and will email you to confirm that you’re registered.

Because of the need for a dedicated space to explore issues of diversity within each of these two perspectives, each program has been designed with a specific community-building objective in mind. And because many of us are mixed, and may not wholly identify ourselves with one community or the other, we invite each person to attend the program of their choice, wherever they feel most comfortable.

Please notice that in 2017, for the first time, we are reversing the pattern of previous years; our Day of Absence program especially designed for faculty, staff, and students of color will happen on campus this year, while our concurrent program for allies will take place off campus.

Day of Presence

The program is a full-day conference with keynote presentations, multiple workshop sessions, lunch and community activities. Attached is the schedule for the day. Information about evening events will be announced soon.

Attending the Events

By committing to participate in DOA/DOP, you are engaging in an innovative and unique opportunity to examine equity and difference in an academic environment that truly exemplifies Evergreen’s commitment to learning across significant differences.

The DOA/DOP planning committee has created a schedule that encompasses the theme and makes space for students, staff and faculty at different levels of understanding and experience to engage. Because of space restrictions, some events will require registration, some will

require tickets, and many will be free and open. Attached to this email is the schedule for the three programs; please review and make your selections for attendance.

Thank you to the almost 750 students, staff and faculty who are already committed to attending this year's event. I encourage many more of you to join us.

Sincerely,

Rashida Love on behalf of the 2017 DOA/DOP Planning Committee

A broken image placeholder in pink text, likely representing a signature or logo.

Rashida N. Love

She/Her Pronouns

Director First Peoples Multicultural Advising Services

The Evergreen State College

360.867.6394

rashidal@evergreen.edu

<DOP Workshop Schedule and Descriptions.pdf><Copy of Day of Absence Off Campus
Schedule.pdf><DOA On.pdf>

Morris, Wendy (staff)

From: Coffman, Steve (Staff)
Sent: Friday, March 17, 2017 8:18 PM
To: AC_sigma (Fornaca, Charlie); Rains, Frances V.; Eltantawi, Sarah
Cc: Sawyer, Sheila; Robinson, Peter; Galarneau, Genevieve (Staff); Weinstein, Bret; Love, Rashida; All Staff & Faculty DL
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

I thought the bullhorn person was the hate monger preacher. My bad. I didn't have the energy to get close enough to figure out who was what over the noise.

"Morty, you got to flip them off. I told them it means 'Peace among worlds.' How hilarious is that?"

From: AC_sigma (Fornaca, Charlie)
Sent: Friday, March 17, 2017 7:46 PM
To: Rains, Frances V.; Eltantawi, Sarah
Cc: Sawyer, Sheila; Robinson, Peter; Galarneau, Genevieve (Staff); Weinstein, Bret; Love, Rashida; All Staff & Faculty DL
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Hello all!

I'd like to suggest a book that anyone interested in "biology" or "evolutionary" differences in race. It is called Fatal Invention by Dorothy Roberts. Here is a quick synopsis:

A decade after the Human Genome Project proved that human beings are not naturally divided by race, scientists are attempting to resuscitate race as a biological category. In this provocative analysis, leading legal scholar and social critic Dorothy Roberts argues that America is once again at the brink of a virulent outbreak of classifying population by race. By searching for differences at the molecular level, a new race-based science is obscuring racism in society and legitimizing state brutality against communities at a time when America claims to be post-racial.

Oh, and that "unhinged person with a bullhorn" was one of our very own POC student singing songs from Moana to distract from the Evangelist hate-spewing person that likes to plague Red Square with their presence sometimes.

Cheers!
Charlie

She/her pronouns
Academic Computing Center | Student Coordinator of the Ladies in Tech & Hacker Club

From: Rains, Frances V.
Sent: Friday, March 17, 2017 5:05 PM
To: Eltantawi, Sarah
Cc: Sawyer, Sheila; Robinson, Peter; Galarneau, Genevieve (Staff); Weinstein, Bret; Love, Rashida; All Staff & Faculty DL
Subject: Re: Invitation and schedules for Day of Absence/Day of Presence 2017

Hello Everyone,

I am trying to follow the thread between writing Feedback on Final Projects, so I want to say more but I am in a time crunch.

I think there is a difference between growing up, in a numerical minority, but still being a member of the majority. That is, when the mainstream media-television, movies, billboards, advertisements, books, magazines, clothing and beauty lines, just to name a few, all reflect the mainstream majority. Meaning, there are many models/examples to counteract any report that might come from [Western] Science or from other sources.

However, when the images on television, billboards, advertisements, magazines and so on, OF historically underrepresented groups are few, and more often than not, MIS-representations of those groups, THEN when a report comes out, with language that implies objectivity [despite often having coded or veiled language] and uses statistical data or [Western] Science data, it is potentially harder to thwart, whether in one's heart or in one's mind. Worse, the subjective data can be internalized, causing across decades, intergeneration grief, at minimum. Once internalized, there is the potential for the internalized data/reports to be "self-fulfilling" and cycles of this can be seen historically and more recently, depending on the community and issue.

One might even raise as problematic the notion that "Science" is universal, as there is Indigenous Science which draws on different methods, values and time frames. I posit that Western Science has not always been objective when it comes to race. When I think of the research methods of Ales Hrdlicka, just as an example, who robbed graves of Alaska Natives, sometimes recently buried, in the name of "Science" and the "pursuit of knowledge", I posit that was subjective rather than objective. Does one group's "right to know" [Western Science] supersede another group's right to have their dead protected from scientific grave robbers—to have family members' skeletal remains dis-membered and kept in separate drawers, to be pulled out for 'study" or left in drawers for decades? To me, and I speak only for myself, that seems subjective.

Perhaps, this thread is one more reason we need to have further dialogue across groups, realizing as I say this that "groups" may not be the accurate term, [I apologize]. Thank you for reading this.

Humbly and with Respect,

Frances

Frances V. Rains, Ph.D.

Native American & World indigenous Peoples Studies Sem 2C 4104 "Oppressed groups are frequently placed in the situation of being listened to only if we frame our ideas in the language that is familiar and comfortable for a dominant group."

Patricia Hill Collins

On Mar 17, 2017, at 4:13 PM, Eltantawi, Sarah <eltantas@evergreen.edu<mailto:eltantas@evergreen.edu>> wrote:

Dear Peter and all,

I'd like to respectfully submit that the issue is perhaps not so much "stupid people", but that wrong headed and indeed stupid ideas become all the more dangerous when they are presented as objective scientific fact. Non-specialists (i.e., the vast majority of the educated public) can be forgiven for believing "science", as we have all been trained to do, either actively or passively. I hesitate to weigh into this debate but certainly agree with Sheila that evolutionary biological theories of race (and gender, and class) can very quickly become problematic. I wouldn't want to suggest that the hard sciences have no place in the study of race, but I do need to voice an objection to any notion that evolutionary biology presents us with an "objective" account of race, or an account of race that is in anyway superior to any other analytic frame. In fact, given the historical record, I think the burden is on evolutionary biologists to demonstrate that they have something to offer to the debate about race that is not dangerously reductionist and harmful.

Sheila's email, which I deeply appreciated, demonstrates this potentiality very well. Lastly, I think we can all agree that her mother is brilliant!

All best,
Sarah

On Mar 17, 2017, at 3:47 PM, Sawyer, Sheila <sawyers@evergreen.edu<mailto:sawyers@evergreen.edu>> wrote:

I know how I felt as a little Negro girl taking those tests, that science said I was doomed to fail.

And I do not think those Mamas & Daddies were stupid people, I think they were misled by the FACTS many knowledgeable educated scientific individuals chose to put forth as fact, spreading it as truth. Especially since the ones writing the articles had a lot more education than the ones reading the articles.

So who was more stupid the scientists writing and believing what they wrote or the less educated people reading and believing what was written?

Truth is in the eye of the beholder. No need to waste any more time on this Peter.

Best regards,
Sheila

From: Robinson, Peter
Sent: Friday, March 17, 2017 3:23 PM
To: Sawyer, Sheila <sawyers@evergreen.edu<mailto:sawyers@evergreen.edu>>; Galarneau, Genevieve (Staff) <galarneg@evergreen.edu<mailto:galarneg@evergreen.edu>>; Weinstein, Bret <bretw@evergreen.edu<mailto:bretw@evergreen.edu>>; Love, Rashida <rashidal@evergreen.edu<mailto:rashidal@evergreen.edu>>
Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu<mailto:AllStaffFaculty@evergreen.edu>>
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Dear Sheila,

First, your Mama sounds like a wise person and a wonderful mother.

Second, I am pink-skinned. I grew up in a mostly-“white” household, in a population where not even one person in a hundred was “white”. I was poor, and went through days without seeing another person who looked like me. Despite that, I grew up lucky because I never identified with the color of my skin.

I do NOT believe Mamas & Daddies of little white boys & girls believe these “facts” are true.

I think Stupid people believe these “facts” are true. Stupid white people believe stupid facts. Stupid black people believe stupid facts. Stupid brown people believe stupid facts.

Believing stupid facts is not about the color of your skin. It’s about being Stupid.

I read those facts when they came out, just as you read or heard them. I thought they were stupid when I read them. I thought they were ill-informed, unscientific, and misleading. I didn’t think that with my skin. I thought it with my brain—and, in part, with my experience, and my heart.

When I hear someone say something stupid, I never think, "Oh, there's a stupid white person", or "there's a stupid black person", nor "there's a stupid woman" nor "there's a stupid man" nor "there's a stupid Christian" nor "there's a stupid liberal".

Sometimes, it's just about Stupid.

Peter

From: Sawyer, Sheila

Sent: Friday, March 17, 2017 10:58 AM

To: Galarneau, Genevieve (Staff) <galarneg@evergreen.edu<mailto:galarneg@evergreen.edu>>; Weinstein, Bret <bretw@evergreen.edu<mailto:bretw@evergreen.edu>>; Love, Rashida <rashidal@evergreen.edu<mailto:rashidal@evergreen.edu>>

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Gen —Very well argued! As a graduate of Evergreen you are upholding the banner of informed discussion. You Go Girl!

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Warm regards to all,
Sheila

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In short:

- Race, while having phenotypical markers, is primarily a social construction that sustains itself through power differentials
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Best,

Genevieve Galarneau

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To: Love, Rashida <rashidal@evergreen.edu<mailto:rashidal@evergreen.edu>>

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Theme

The theme this year is "Revolution is not a one-time event; your silence will not protect you", inspired by Audre Lorde. Recently, many of us have been looking for tangible ways to commit to equity on both the local and national level. This year's theme challenges us to act, engage, and build relationships that build the inclusive community we seek.

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Director First Peoples Multicultural Advising Services The Evergreen State College
360.867.6394
rashidal@evergreen.edu<mailto:rashidal@evergreen.edu>

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Morris, Wendy (staff)

From: Rains, Frances V.
Sent: Friday, March 17, 2017 5:06 PM
To: Eltantawi, Sarah
Cc: Sawyer, Sheila; Robinson, Peter; Galarneau, Genevieve (Staff); Weinstein, Bret; Love, Rashida; All Staff & Faculty DL
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I am trying to follow the thread between writing Feedback on Final Projects, so I want to say more but I am in a time crunch.

I think there is a difference between growing up, in a numerical minority, but still being a member of the majority. That is, when the mainstream media-television, movies, billboards, advertisements, books, magazines, clothing and beauty lines, just to name a few, all reflect the mainstream majority. Meaning, there are many models/examples to counteract any report that might come from [Western] Science or from other sources.

However, when the images on television, billboards, advertisements, magazines and so on, OF historically underrepresented groups are few, and more often than not, MIS-representations of those groups, THEN when a report comes out, with language that implies objectivity [despite often having coded or veiled language] and uses statistical data or [Western] Science data, it is potentially harder to thwart, whether in one's heart or in one's mind. Worse, the subjective data can be internalized, causing across decades, intergeneration grief, at minimum. Once internalized, there is the potential for the internalized data/reports to be "self-fulfilling" and cycles of this can be seen historically and more recently, depending on the community and issue.

One might even raise as problematic the notion that "Science" is universal, as there is Indigenous Science which draws on different methods, values and time frames. I posit that Western Science has not always been objective when it comes to race. When I think of the research methods of Ales Hrdlicka, just as an example, who robbed graves of Alaska Natives, *sometimes recently buried*, in the name of "Science" and the "pursuit of knowledge", I posit that was subjective rather than objective. Does one group's "right to know" [Western Science] *supersede another group's right* to have their dead protected from scientific grave robbers—to have family members' skeletal remains dis-membered and kept in separate drawers, to be pulled out for 'study' or left in drawers for decades? To me, and I speak only for myself, that seems subjective.

Perhaps, this thread is one more reason we need to have further dialogue across groups, realizing as I say this that "groups" may not be the accurate term, [I apologize]. Thank you for reading this.

Humbly and with Respect,

Frances

Frances V. Rains, Ph.D.

Native American & World indigenous Peoples Studies

Sem 2C 4104

"Oppressed groups are frequently placed in the situation of being listened to only if we frame our ideas in the language that is familiar and comfortable for a dominant group."

Patricia Hill Collins

On Mar 17, 2017, at 4:13 PM, Eltantawi, Sarah <eltantas@evergreen.edu> wrote:

Dear Peter and all,

I'd like to respectfully submit that the issue is perhaps not so much "stupid people", but that wrong headed and indeed stupid ideas become all the more dangerous when they are presented as objective scientific fact. Non-specialists (i.e., the vast majority of the educated public) can be forgiven for believing "science", as we have all been trained to do, either actively or passively. I hesitate to weigh into this debate but certainly agree with Sheila that evolutionary biological theories of race (and gender, and class) can very quickly become problematic. I wouldn't want to suggest that the hard sciences have no place in the study of race, but I do need to voice an objection to any notion that evolutionary biology presents us with an "objective" account of race, or an account of race that is in anyway superior to any other analytic frame. In fact, given the historical record, I think the burden is on evolutionary biologists to demonstrate that they have something to offer to the debate about race that is not dangerously reductionist and harmful.

Sheila's email, which I deeply appreciated, demonstrates this potentiality very well. Lastly, I think we can all agree that her mother is brilliant!

All best,
Sarah

On Mar 17, 2017, at 3:47 PM, Sawyer, Sheila <sawyers@evergreen.edu> wrote:

I know how I felt as a little Negro girl taking those tests, that science said I was doomed to fail.

And I do not think those Mamas & Daddies were stupid people, I think they were misled by the FACTS many knowledgeable educated scientific individuals chose to put forth as fact, spreading it as truth. Especially since the ones writing the articles had a lot more education than the ones reading the articles.

So who was more stupid the scientists writing and believing what they wrote or the less educated people reading and believing what was written?

Truth is in the eye of the beholder. No need to waste any more time on this Peter.

*Best regards,
Sheila*

From: Robinson, Peter

Sent: Friday, March 17, 2017 3:23 PM

To: Sawyer, Sheila <sawyers@evergreen.edu>; Galarneau, Genevieve (Staff) <galarneg@evergreen.edu>; Weinstein, Bret <bretw@evergreen.edu>; Love, Rashida <rashidal@evergreen.edu>

Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>

Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Dear Sheila,

First, your Mama sounds like a wise person and a wonderful mother.

Second, I am pink-skinned. I grew up in a mostly-“white” household, in a population where not even one person in a hundred was “white”. I was poor, and went through days without seeing another person who looked like me. Despite that, I grew up lucky because I never identified with the color of my skin.

I do NOT believe Mamas & Daddies of little white boys & girls believe these “facts” are true.

I think Stupid people believe these “facts” are true. Stupid white people believe stupid facts. Stupid black people believe stupid facts. Stupid brown people believe stupid facts.

Believing stupid facts is not about the color of your skin. It’s about being Stupid.

I read those facts when they came out, just as you read or heard them. I thought they were stupid when I read them. I thought they were ill-informed, unscientific, and misleading. I didn’t think that with my skin. I thought it with my brain—and, in part, with my experience, and my heart.

When I hear someone say something stupid, I never think, “Oh, there’s a stupid white person”, or “there’s a stupid black person”, nor “there’s a stupid woman” nor “there’s a stupid man” nor “there’s a stupid Christian” nor “there’s a stupid liberal”.

Sometimes, it’s just about Stupid.

Peter

From: Sawyer, Sheila

Sent: Friday, March 17, 2017 10:58 AM

To: Galarneau, Genevieve (Staff) <galarneg@evergreen.edu>; Weinstein, Bret <bretw@evergreen.edu>; Love, Rashida <rashidal@evergreen.edu>

Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>

Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Gen —Very well argued! As a graduate of Evergreen you are upholding the banner of informed discussion. You Go Girl!

Bret —I get it that you are feeling oppressed, misunderstood, and as a scientist – defensive. On the other hand Science has a lot to make right in terms of people of color. I was born and grew up in Washington State during the sixties-seventies. My parents read the newspaper avidly, and at least once a week there would be a scientific article stating as FACT our inferiority to white people. Our heads were too small, our brains did not develop intellectually at the same rate as whites

during the Evolutionary process, hence we did not have the capacity to learn more than basic skills as proven out by the Nat'l Test Scores.

Mama would read these FACTS out loud in her clear strong voice, and say "God, what foolishness". One evening after reading another SCIENTIFIC FACT about us, and seeing my consternation (because I was facing one of those 'Nat'l tests' the next day) she said:

"Baby I am reading this to you not so you will worry that YOU aren't good enough or smart enough. I am reading this to you so you are prepared and aware, because the Mamas & Daddies of the little white boys & girls you go to school with are reading these 'SCIENTIFIC FACTS' and believing they are true. Well THEY ARE NOT so hold your head up, do your best, forgive the ignorance of others, and realize you can't change minds until hearts change. Unfortunately the qualities needed to change hearts 'Humility, Empathy, and Integrity' are the hardest to cultivate."

It is sad to say those qualities are as elusive today as they were back then. Especially Humility which is viewed as a weakness rather than a strength. I hope one day that both sides of the isle will come to value this quality as a strength.

Rashida — Keep up the excellent work you do every day and a THANK YOU for the above & beyond time and work you put into the DOA/DOP! When I first started working here I was thrilled about the Day of Absence that was held away from campus at the Lacey Community Center. It was the one day a year I could drop my mantle of prepared awareness and not (as my Mama would say) "Be the only fly in the buttermilk". Rashida what you all are doing is much better, with this new DOA you've taken out the fly & the buttermilk and made it a chocolate/vanilla swirl <image001.png>mmmm!

*Warm regards to all,
Sheila*

From: Galarneau, Genevieve (Staff)
Sent: Thursday, March 16, 2017 1:59 PM
To: Weinstein, Bret <bretw@evergreen.edu>; Love, Rashida <rashidal@evergreen.edu>
Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>
Subject: RE: Invitation and schedules for Day of Absence/Day of Presence 2017

Bret,

I wonder at your call for a "scientific" or "evolutionary" discussion of race. Perceptions of race differ cross-culturally making it less of a scientific classification as it is social. The social distinction of race, as well, is less concerned with phenotypes as it is with positionality and power differentials.

Furthermore, we must acknowledge that a "scientific" discussion of race is also heavily informed by our socialization. The academic discourses of the evolutionary sciences and ethnography alike have their early roots in racially prejudiced theories which reinforce

white supremacy; one such example being cultural evolutionary theory which posits that cultures “evolve” in a linear sequence and firmly stakes European accomplishments as the pinnacle of human achievements and consequentially the benchmark by which to judge everyone else.

Personally, I think the role reversal of this year’s DoA is brilliant in that it encourages Evergreen’s white population to take accountability for their active participation in unlearning racial prejudice in a way that staying on campus wouldn’t. Like Pauline Yu mentioned at yesterday’s faculty meeting: yes, talking about race is hard, but that doesn’t mean we should set it aside for later; we have all had to work hard in order to earn our degrees and be here, so it clearly not beyond our intellectual capabilities. In fact, those of us in higher education have an obligation as educators to put in that hard work for the betterment of our community at and beyond Evergreen.

In short:

- Race, while having phenotypical markers, is primarily a social construction that sustains itself through power differentials
- A “scientific” or “evolutionary” discussion of race does not exist in a vacuum and cannot be separated from issues of power and positionality
- DoA role reversal empowers the white population at Evergreen to engage in deliberate talks about race and ally-ship in which our colleagues of color have participated in past years
- At last, the DoA role reversal highlights the fact that racism is not a “person of color” issue but a human issue that everyone needs to work on, consistently

Best,

Genevieve Galarneau

From: Weinstein, Bret

Sent: Wednesday, March 15, 2017 2:50 PM

To: Love, Rashida <rashidal@evergreen.edu>

Cc: All Staff & Faculty DL <AllStaffFaculty@evergreen.edu>

Subject: Re: Invitation and schedules for Day of Absence/Day of Presence 2017

Dear Rashida,

When you first described the new structure for Day of Absence / Day of Presence at a past faculty meeting (where no room was left for questions), I thought I must have misunderstood what you said. Later emails seemed to muddy the waters further, while inviting commitments to participate. I now see from the boldfaced text in this email that I had indeed understood your words correctly.

There is a huge difference between a group or coalition deciding to voluntarily absent themselves from a shared space in order to highlight their vital and under-appreciated roles (the theme of the Douglas Turner Ward play *Day of Absence*, as well as the recent Women’s Day walkout), and a group or coalition encouraging another group to go away. The first is a forceful call to consciousness which is, of course, crippling to the logic of oppression. The second is a show of force, and an act of oppression in and of itself.

You may take this letter as a formal protest of this year’s structure, and you may assume I will be on campus on the Day of Absence. I would encourage others to put phenotype aside and reject this new formulation, whether they have

'registered' for it already or not. On a college campus, one's right to speak--or to be--must never be based on skin color.

If there was interest in a public presentation and discussion of race through a scientific / evolutionary lens, I would be quite willing to organize such an event (it is material I have taught in my own programs, and guest lectured on at Evergreen and elsewhere). Everyone would be equally welcome and encouraged to attend such a forum, irrespective of ethnicity, belief structure, native language, political leanings, or position at the college. My only requirement would be that people attend with an open mind, and a willingness to act in good faith.

If there is interest in such an event, please let me know at bret.weinstein@gmail.com.

Bret

On Mar 14, 2017, at 5:37 PM, Love, Rashida <rashidal@evergreen.edu> wrote:

Dear Colleagues,

As you prepare for a much needed break, I'd like to take a minute to remind you about **Day of Absence (April 12) & Day of Presence (April 14)**.

Day of Absence/ Day of Presence is an annual two-day event for Evergreen students, staff, and faculty to explore issues of race, equity, allyship, inclusion and privilege. Day of Absence is a day for community building around identity and conversations about issues of difference. We reunite for Day of Presence for a day to share ideas with each other as allies. Learn more about the history and mission of this annual tradition [here](#).

Theme

The theme this year is **"Revolution is not a one-time event; your silence will not protect you"**, inspired by Audre Lorde. Recently, many of us have been looking for tangible ways to commit to equity on both the local and national level. This year's theme challenges us to act, engage, and build relationships that build the inclusive community we seek.

Day of Absence

On Day of Absence, you can choose how and where to participate. This year, we will have a full-day, on-campus educational and social program designed to address issues from the perspective of people of color.

At the same time, off-campus, at the Unitarian Universalist Church (2315 Division St NW), we will host a full-day program focusing on allyship and anti-racism work from a majority culture or white perspective. **Due to the capacity limits of the space (200**

participants), we are asking those members of the Evergreen community who wish to attend the off-campus Day of Absence program to commit in advance by completing the [registration form](#). We'll be taking registration commitments in the order of submission, and will email you to confirm that you're registered.

Because of the need for a dedicated space to explore issues of diversity within each of these two perspectives, each program has been designed with a specific community-building objective in mind. And because many of us are mixed, and may not wholly identify ourselves with one community or the other, we invite each person to attend the program of their choice, wherever they feel most comfortable.

Please notice that in 2017, for the first time, we are reversing the pattern of previous years; our Day of Absence program especially designed for faculty, staff, and students of color will happen on campus this year, while our concurrent program for allies will take place off campus.

Day of Presence

The program is a full-day conference with keynote presentations, multiple workshop sessions, lunch and community activities. Attached is the schedule for the day. Information about evening events will be announced soon.

Attending the Events

By committing to participate in DOA/DOP, you are engaging in an innovative and unique opportunity to examine equity and difference in an academic environment that truly exemplifies Evergreen's commitment to learning across significant differences.

The DOA/DOP planning committee has created a schedule that encompasses the theme and makes space for students, staff and faculty at different levels of understanding and experience to engage. Because of space restrictions, some events will require registration, some will require tickets, and many will be free and open. Attached to this email is the schedule for the three programs; please review and make your selections for attendance.

Thank you to the almost 750 students, staff and faculty who are already committed to attending this year's event. I encourage many more of you to join us.

Sincerely,

Rashida Love on behalf of the 2017 DOA/DOP Planning Committee

<image001.jpg>

Rashida N. Love

She/Her Pronouns

Director First Peoples Multicultural Advising Services

The Evergreen State College

360.867.6394

rashidal@evergreen.edu

<DOP Workshop Schedule and Descriptions.pdf><Copy of Day of Absence Off Campus Schedule.pdf><DOA On.pdf>