

from: **NPARC Seattle** <nparc2009@gmail.com>

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Regent Brown <regent.s.b@gmail.com>,
Keiko Ozeki <keicom82@mac.com>

date: Mon, Nov 18, 2013 at 9:30 AM

subject: Resigning As Co-Chair of NPARC

Dear Julia,

Please accept this email as my formal resignation as one of the co-chairs and as a steering committee member of the Non-Profit Anti-Racism Coalition (NPARC). I have cc'd the membership on this email.

While I will remain a member of NPARC, I have major concerns regarding your leadership and your commitment to racial and social justice issues because I feel that your actions have demonstrated a lack of accountability and transparency to NPARC's membership. These actions included:

1. The Horace Mann Building: On August 1, 2013, you wrote a letter on NPARC letterhead to Superintendent Jose Banda of the Seattle Public School over the plan to transfer the Horace Mann Building back to an alternative school. The Horace Mann building in recent years has served as a community hub for small African American grassroots organizations. I have no dispute that the Horace Mann building should remain in the hands of the African American community because of its historical legacy and location of the building. What I found disturbing were comments such as "NPARC is prepared to launch both a local and national public campaign" and "initiate our own publicity campaign and support more direct actions" if satisfactory actions were not taken by the School District. These words constituted a serious threat.

Even more troubling, is that you signed and sent the letter as the Chair of NPARC without any discussion or approval from your co-chairs, steering committee members or NPARC membership. When confronted with this letter at the August 25th steering committee meeting, you'd admitted your mistake and the steering committee agreed that a letter would be written to Superintendent Banda explaining that NPARC had no knowledge of the letter until after the fact and that it was written without the consent of the membership. NPARC's membership would also be made aware of your actions at an upcoming monthly membership meeting. Neither of these has happened. Instead, in your email dated October 24th, you stated you "did not break any rules" since NPARC had no formal policies. There was no mention of informing NPARC membership or the school district of the letter to Superintendent Banda. Rather, you indicated that you would not be discussing this matter further, preferring to move forward.

2. Refusing to provide American Sign Language services to a deaf participant who attended NPARC's Internalized Racial Oppression training scheduled on Friday, November 8th. Throughout most of our emails exchanges, you stated NPARC had no legal obligation to provide ASL services since it was a private training. Your demand that we not provide ASL service to a deaf participant goes against NPARC's mission not only to eliminate institutional racism but also to understand and address other forms of oppression.

3. Even when I'd emailed our grant manager at the Office of Civil Rights, who confirmed NPARC is legally obligated to provide ASL services, you still opposed it. You demanded that I email the participant requesting that her agency split the cost or find a less expensive alternative. You later stated that NPARC was in a deficit and had no funds, forgetting to mention the real reason - that no invoice had been submitted to the City for reimbursement until November 11th.

4. Two other steering committee members have resigned (Cheryl Cobbs and Carmen Rodriguez) because of your controlling behavior, lack of accountability, not taking responsibility for your actions, and manipulating situations for your benefit. As for me, I found your emails on securing ASL interpretation services to be borderline harassment and bullying.

5. Your desire to become the Executive Director of NPARC without an open hiring process completely goes against NPARC's founding principles of transparency and accountability. If and when NPARC does hire an executive director, I believe the hiring process should be conducted openly, where a job description is posted, a hiring committee is formed, and with open interviews.

Finally, at the August 25th meeting you stated you would likely resign when your term is up as a co-chair of NPARC in December and not seek re-election. While I hope you honor your words that does not now appear to be the case. Your email on November 13th stated that you supported an election "in theory" but not until established policies were in place since "a vote by nature is unregulated". This is clearly another attempt by you to exert your control over NPARC.

I do not take great pleasure in sending out this email to the NPARC membership but I feel very strongly that NPARC is heading in the wrong direction if you continue to lead it. Too many individuals and organizations have invested their dues, personal equity, and professional capital to make NPARC what it is. We need to honor their work so NPARC can continue to fight for racial equity.

I will fulfill my responsibilities to ensure that the Micro-Aggressions Training with Dr. Caprice Hollins scheduled for Friday, December 13, 2013 will be held successfully.

My best to you in your future endeavors.

Toi-SingWoo,
Former Co-Chair of NPARC

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