

**From:** [Kultgen, Kent](#)  
**To:** [Radek, Kim](#)  
**Subject:** FW: Homework for our executive coaching session on Friday  
**Date:** Monday, January 1, 1900 12:00:00 AM

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Kim

Could you get the hyperlink open and make a copy.

Thanks

Kent

Kent Kultgen, Ed.D.  
Superintendent  
1601 Avenue D, Snohomish ☎ 360-563-7280



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**From:** Bernardo Ruiz <bernardo@r2esj.org>  
**Sent:** Tuesday, January 19, 2021 10:19 PM  
**To:** Kultgen, Kent <Kent.Kultgen@sno.wednet.edu>; Karena Hooks, MSW <karena@hooksglobal.com>  
**Subject:** Homework for our executive coaching session on Friday

[ External Email ]

Hi Kent,

Happy New Year! Hope this email finds you and your loved ones well and safe.

In preparation for our executive coaching session on Friday, I am sending you a couple of materials for your review:

From Color Blind to Color Brave TED Talk: <https://youtu.be/oKtALHe3Y9Q>

Characteristics of White Supremacist Culture: [file:///C:/Users/Berna/Downloads/HANDOUT-SHARED-Characteristics-of-White-Supremacy-Culture-original-1%20\(1\).pdf](file:///C:/Users/Berna/Downloads/HANDOUT-SHARED-Characteristics-of-White-Supremacy-Culture-original-1%20(1).pdf)

A third material, the Characteristics of White Supremacist Culture in Organizations, is a longer document which, that we will discuss at a later coaching session.

Please let me know if you have any questions.

In partnership,  
Bernardo

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Bernardo Ruiz  
Chief Equity Officer, Co-Founder and Lead Consultant  
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Pronouns: He/His/Him/El (Learn More about  
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💎 *We will not go back to normal. Normal never was. Our pre-corona existence was not normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, confusion, rage, hoarding, hate and lack. We should not long to return, my friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature.* 💎 Sonya Renee Taylor