

Agenda item	Equity definition and statement
Context	<ul style="list-style-type: none"> • The Council adopted equity at the heart of the strategic framework and agreed there was a need to work with equity advocates to define equity and develop a statement. • WSAC formed a group including WSAC staff and external stakeholders to work with the Council. • In the first few conversations, the Council agreed to lead with race in the focus on equity. • Additional edits have been made since the last meeting.
Guiding Questions	<ol style="list-style-type: none"> 1. Does the equity statement accurately reflect the values of the Council and its charge? 2. How will the Council operationalize this statement in the strategic action plan and otherwise? 3. How will the Council ensure strategies are responsive to the needs of communities and result in equitable postsecondary outcomes for students of color?
Process and Timing	<ul style="list-style-type: none"> • The Council began discussing a need to further define what it looks like for the Council to center equity in May 2020. • Melia LaCour, of Becoming Justice, was contracted to assist in the work over the past 6 months. • The equity workgroup met from June-September to develop definition and statement. • Melia has modified the definition and statement based on Council feedback from last meeting.
Possible Council Action	<ul style="list-style-type: none"> • Agreement that definition and statement reflect Council values, approach and understanding of equity. • Additional edits to statements or definition.
Documents and Attachments	<ol style="list-style-type: none"> 1. Equity definition 2. Equity statement

Equity Definition

Equity is an outcome in which justice is realized within our society through a continuous, intentional process of identifying and abolishing racism and all forms of oppression designed to marginalize students, communities, and families who are Black, Indigenous, Latinx, Native Hawaiian and Pacific Islander, regardless of immigration status, and all oppressed groups.

WSAC Draft Equity Statement

WSAC is prioritizing racial equity as a necessary part of our goal to increase student postsecondary credential attainment to 70 percent, especially because, for Washington State residents who are Black, Indigenous, Latinx, Native Hawaiian and Pacific Islander, regardless of immigration status, only 50 percent or less currently have a postsecondary credential.

As a Council, we recognize the historic and current institutional and structural racism in Washington State and in our country and acknowledge our complicity in maintaining this reality by upholding policies, processes, and practices that have created barriers on the path to this goal for Black students, Indigenous students, Latinx students, Native Hawaiian and Pacific Islander students, regardless of immigration status, and their families and communities. We hold ourselves accountable as Council members and as individual leaders to eliminate these barriers by:

- Building authentic, long-term relationships with Black students, Indigenous students, Latinx students, Native Hawaiian and Pacific Islander students, regardless of immigration status, in service of co-creating new and equitable policies, practices, and processes informed by those who have been most impacted.
- Strongly advocating for funding and clearly prioritizing resources for systems change in support of Black students, Indigenous students, Latinx students, Native Hawaiian and Pacific Islander students.
- Collecting and sharing racially disaggregated data and bringing awareness of the opportunity gaps and progress made with organizational partners to invoke advocacy and action.
- Ensuring the Council and WSAC executive leadership reflect the racial diversity of the students and communities they serve.
- Engaging in continuous and long-term assessment of target intervention programs and the Council's progress against its post-secondary obtainment goal and the associated Strategic Action Plans.