

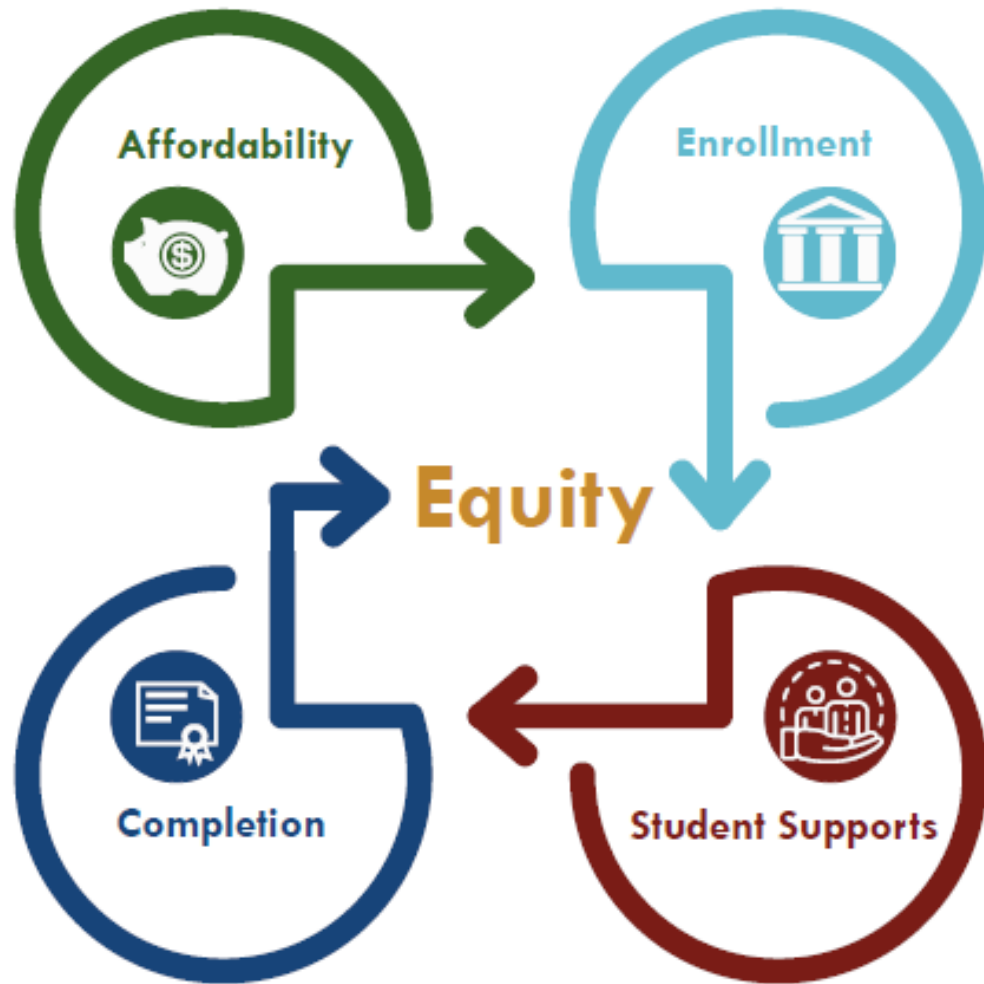


Equity Workgroup Update

Washington Student Achievement Council
(WSAC)



Strategic Framework Centering Equity to Meet Attainment Goal



If we build an **affordable** and **supportive** educational environment, more Washington residents will **enroll** in and **complete** a credential-bearing program.



WSAC Equity Workgroup

Goals:

1. Develop a definition of equity, leading with Race, to ensure shared understanding among Councilmembers
2. Develop an equity vision statement to guide Council's work
3. Develop a long-term plan for Council engagement with equity champions to support strategies that result in equitable postsecondary outcomes for students of color



Equity Work Group and Consultant

- Jeff Vincent, CEO & President of Laird Norton Company, WSAC Council Chair
- Jan Yoshiwara, Executive Director, State Board for Community and Technical Colleges, WSAC Council Member
- Sativah Jones, College Readiness Manager, Highline School District, WSAC Council member
- Dr. Obie Ford III, Associate Vice Chancellor for Equity, Diversity and Inclusion Washington State University Vancouver
- Yokiko Hayashi-Saguil, Program Associate WSAC staff, Equity Diversity and Inclusion Committee Co-Chair
- Kelly Olson, Program Associate, WSAC staff, Equity Diversity and Inclusion Committee Co-Chair
- Heather Hudson, Director of Policy, WSAC staff
- Yazmin Aguilar, Centro Latino and former student WSAC Council member
- Jiquanda Nelson, Inclusion and Diversity & Workforce Development Lead, Kaiser Permanente
- Aaron Yared, Student, University of Washington

Consultant to facilitate, guide and develop plan:
Melia LaCour, Becoming Justice



WSAC Equity Workgroup Timeline

June-July

Equity Workgroup:

- Develop relationships, trust, and establish norms
- Identify key ideas/concepts and the architecture of an equity statement
- Outline purpose, role and structure of long-term engagement with equity leaders

August

Council meeting:

- To continue developing Council members understanding of racial equity
- To engage with the workgroup members to discuss equity definition and statement next steps

September-October

Equity workgroup:

- Meets as needed to incorporate the Council's feedback into the equity statement and process for engaging with external equity champions
- Develops a refined definition, statement and engagement model

November

Council Meeting:

- Adoption of equity definition, statement and framework for engagement with external equity champions.



Progress Towards an Equity Definition

Initial definition from WSAC Equity, Diversity and Inclusion Committee

Equity is the intentional process of undoing racism and other systemic oppressions designed to marginalize communities and perpetuate injustice within our society.

First revision by Equity Workgroup

Equity is the intentional process of **identifying** and undoing racism and other systemic oppressions designed to marginalize communities **of color** and perpetuate injustice within our society.



Progress Towards an Equity Statement

- Reviewed statements: Seattle Office of Arts and Culture, One America, King County, Washington Environmental Council, etc.
- Preliminary components for consideration of a statement include:
 - End goal is stated because the work is never done.
 - Indigenous lands are recognized.
 - Acknowledges the core mission and commitments
 - WSAC has a broad goal, 70% post-secondary attainment, which could be considered the Universal Goal in a Targeted Universalism Framework. This goal could be included in the statement.
 - Reiterate the importance of looking at race. As stated in the King County statement, for example: “The most persistent and detrimental disparities are starkest when we look at race”
 - States ownership of the work that needs to be done – ie “historically a white led organization” as stated in the Washington Environmental Council statement.
 - States clear intentions/practices – this is not about being well-intentioned.
 - States that this work is a “journey”