



In 2020, Washington State PTA embarked on a mission to bring its organizational practices and support for its constituencies in alignment with the elements of Resolution 2.26: Dismantling Institutional and Systemic Racism. As an action step, Washington State PTA convened The Diversity, Equity, and Inclusion (DEI) Task Force in Spring of 2021 and charged it to review the scope of work needing to be done to diversify membership, provide better service to families and children, and increase the leadership pipeline, specifically among PTA leaders of color and those representing families of students with special needs and representing the LGBTQ community. We recognize that the work WSPTA does to serve the communities and families of Washington state must be rooted in building relationships. When we seek authentic connections with the families we serve, we are better able to meet their needs by providing responsive and relevant services, programs, and advocacy.

These core beliefs form the foundation for the Task Force's recommendation and Washington State PTA future actions:

1. We believe that to reach Washington State PTA's vision that every child's potential becomes a reality, we need to participate in and promote a just society that places equal value on every person's well-being, education, and safety.
2. We believe that Washington State PTA and its local PTAs and councils should commit to being anti-racist and look within to end practices that adversely affect our Black Indigenous People of Color and special education students, families, and communities.
3. We believe that our organization should represent our communities in demographic makeup.
4. We believe that our organization is more effective and can serve our communities better when diverse perspectives and beliefs are included in the development of policies and procedures.
5. We believe that we are compelled to educate our leaders and members on the needs, cultural beliefs, traditions, and family structures of the populations they serve.
6. We believe that the work of PTA is essential to the well-being of children and families and are committed to improving PTA's ability to provide service to children and families.
7. We believe in the importance of becoming acquainted with the leaders of many diverse groups in the community and collaborating with them to increase parent, family, and community involvement.

The 2021-2023 Washington State PTA Board of Directors has committed a significant financial investment over two fiscal years for this DEI audit to shape the cultural and organizational work needed to make measurable and systemic change.

In partnership with AV Consulting, we are commissioning a recommendation of actions that are driven by community feedback to improve PTA's service to diverse families in our communities.

We are firmly committed to implementing these recommendations by:

- Centering our conversations around the experiences of those furthest from representation in PTAs;
- Engaging Black Indigenous People of Color (BIPOC) families including audit participants in crafting action steps for implementing the audit recommendations;
- Sharing the audit recommendations and implementation steps with the public through diverse and accessible mediums of communication;
- Dedicating currently available financial resources and committing to identifying and securing additional funding to ensure the timely and ongoing implementation of the audit recommendations;
- Increasing responsibility for our local and council PTAs to engage in their own DEI self-examinations, acknowledge harm, address bias and change processes to support BIPOC members;
- Developing systems of accountability for continuous feedback and improvement to ensure a sustained and responsive culture shift for our organization; and
- Committing to identifying and addressing the root causes that have prevented the PTA from diversifying its existing workforce and leadership representation.