

Washington State PTA recognizes that we have our own work to do to advance diversity, equity and inclusion across our association and take action to more effectively serve all children and families in Washington. Since our last update to members, here's what we've accomplished:

## Information Gathering

- WSPTA contracted Alma Villegas Consulting (AV Consulting) in January 2022 to perform a diversity, equity and inclusion audit.
- AV Consulting hosted listening sessions with current, past and non-members, using the feedback to create their recommendations. A steering committee of diverse non-members also participated in the crafting of the Racial Equity Values Assessment Tool (REVAT) framework and the recommendations. Download the [WSPTA DEI Audit Summary](#) to view the recommendations.
- AV Consulting, in consultation with WSPTA, conducted an annual wide-reaching statewide survey to gather input from families.
- To seek out organizations who can help us to learn and grow in our understanding of how to best serve our diverse communities, WSPTA has established new relationships with [First WA](#) and [Washington Family Engagement](#).
- Collaborate and Build Community Partnerships is included in the WSPTA Strategic Plan 2023-26 established by the Board in June.
- Created and included in this Membership Newsletter, and available on the WSPTA website, an [online form](#) for members to share feedback to submit suggestions, comments, and questions related to PTA policies, practices, events and programs.

## Organizational Changes

- Amended WSPTA Uniform Bylaws Article 7 Section 6, to require “ongoing annual training to include Diversity, Equity, Inclusion; PTA and the Law; and Executive Leadership Development for the elected officers of the Board of Directors.”
- Amended WSPTA Uniform Bylaws Article 7, Section 2, to increase size of Nominating Committee to allow for more member representation on the Nominating Committee and having a voice in selecting candidates for WSPTA elected positions.
- Established a WSPTA DEI Implementation Special Committee in August 2023.
- In May 2023, the Board added to Washington State PTA Policy, Section 1.3 PTA Core Values as the foundation of our service to families. We will use these in our decision-making protocols, our resource development, our advocacy efforts, and our programs and events.

## Local PTA Support

- Developed Robert Rules for Effective Meetings (training and resources), centered around providing better understanding why we need meeting rules, the differences between Robert's Rules of Order and Robert's Rules for small groups.
- Added to WSPTA Policy, Section 3.2.5 Membership Subsidies and Gifts, to permit a local PTA to designate part of its general funds to pay for membership dues.
- Chartered a statewide Special Education Committee to develop training on how to modify programs and presentations to support students with disabilities and/or their parents and guardians. Created a new Special Education webpage on the WSPTA website.
- Created a new DEI webpage on WSPTA website.
- Host and facilitate a WSPTA DEI Facebook Group to bring leaders together, share ideas, and collaborate.
- Publish a multicultural calendar in English and Spanish, accessible on our WSPTA Events Calendar webpage so local and council PTAs can consider high impact cultural and religious days when scheduling meetings and activities.
- At several statewide events, WSPTA hosted keynote speakers and trainings on anti-racism, equity, inclusion, and unconscious bias at all levels of PTA.
- To support local and council PTAs in their efforts to make PTA more inclusive, we promote National PTA training and resources, like the [National PTA DEI Resource Guide \(en Espanol\)](#) and the [National PTA Multicultural Reference Guide \(en Espanol\)](#), which offers key strategies to enhance PTA's inclusion of traditionally underrepresented children and families.

## Accessibility and Inclusivity

- Welcomed several new presenters at Autumn Leadership Launch 2023 who do not serve on the WSPTA board. In an effort to shift the culture that requires PTA leaders at the regional and state levels to lead all training efforts, we sent a message to all Autumn Leadership Launch 2023 attendees, inviting anyone interested in presenting at a future statewide event, to contact our WSPTA Leadership Director.
- Hosted a hybrid Legislative Assembly in 2022.
- Hosted Annual Business Meeting in 2023 as a remote event to increase access and offer it with zero registration fee.
- Published on our WSPTA website, Spanish translated leader resources: President Handbook, Vice President Handbook, Secretary Handbook, Treasurer Handbook; the Standards of Affiliation training recording, and the Standing Rules templates for local and council PTAs.

- Added a widget to the WSPTA website to translate the content into other languages.
- A WSPTA Accessibility Guide was created in September 2022 and has been used in planning statewide events since October 2022. Two handouts for local leaders were created in May 2023.
- At Autumn Leadership Launch 2023, live Spanish interpretation was available for the Welcome overview session, some classes including PTA and the Law, and the Closing session.
- WSPTA Leadership Director uses this multicultural calendar when approving statewide event and training requests.
- Collaborate with the Legislative Consultant, Advocacy and Resolutions committees to provide a DEI lens on all submitted legislative issues, resolutions and principles.

## What's Next

The DEI Implementation Special Committee will review the final recommendations of the DEI Audit by AV Consultants and the final recommendations of the WSPTA Diversity, Equity, Inclusion Task Force and make recommendations to the WSPTA Board of Directors on implementation of each, including feasibility, timeline, cost, and changes to policy and/or bylaws as needed. The committee will continue to monitor and report to the board of directors on the implementation of any recommendations using feedback from stakeholders and the [online member feedback form](#).

Look to a future issue of Membership News for the next DEI Update.