

Overview

Washington State PTA contracted Alma Villegas Consulting (AV Consulting) in January 2022 to perform this audit. In alignment with Resolution 2.26, the AV Consulting team developed and executed an audit approach through the primary lens of race with close attention to intersectionality. The board approved the budget for the audit before the commencement of work.

AV Consulting identified a steering committee to conduct their work of engagement with the community, building a framework for decision-making, and recommendations for WSPTA. The steering committee members were selected with a priority for the following areas:

- Black, Indigenous, and People of Color (Latinx, Native/Indigenous, Refugee, and Multilingual)
- Underrepresented family/student groups (LGBTQ+, families with students with disabilities, Military, foster families, and those currently experiencing homelessness, mobility issues, or who are from low- income communities)
- Current BIPOC non-PTA members or those who work with non-traditional families.
- Geography: Those living or with solid connections in Eastern, Central, Southwest, or Southeast Washington

The steering committee met several times between March and December 2022. Throughout that time, AV Consulting produced brief monthly reports to the WSPTA Board of Directors, which described the steering committee's work and the consultants' additional work. At the request of the Steering Committee, AV Consulting drafted a commitment statement and asked the WSPTA Board of Directors to adopt it. The statement was adopted on April 27, 2022, with a few edits. The commitment statement is published on the DEI page of the WSPTA website and includes both general and specific actions to be taken.

Recommendations

The AV Consulting used input from steering committee members and WSPTA representatives alongside a review of WSPTA policies and practices to compile a set of recommendations for the organization to consider in its future work. Those recommendations are grouped into multiple segments as defined by the consultants. The final report and recommendations were submitted to WSPTA on March 31, 2023.

Immediate Actions Recommended by AV Consulting

1. Establish a DEI Audit Implementation Task Force (also appears as a Tier 1 recommendation).
2. Elevate the DEI Committee to a "Committee of the Board."

3. Add an anti-retaliation statement to our Code of Conduct.
4. Acting on items in the Board-adopted DEI Commitment Statement:
 - Share recommendations and implementation steps.
 - Developing systems of accountability for continuous feedback and improvement to ensure a sustained and responsive culture shift for our organization (local PTAs through WSPTA).
 - Dedicating currently available financial resources and committing to identifying and securing additional funding to ensure the timely and ongoing implementation of the audit recommendations.
5. Establish the Racial Equity Values Assessment Tool (REVAT) Framework in WSPTA decision-making processes

Early Implementation Actions Recommended by AV Consulting

1. Bylaws Recommendations
2. Changes to nominating process and handbook for WSPTA board candidate identification
3. Harm Acknowledgement.
4. Social Media Policy Enforcement (at all levels)

Tier 1 Recommendations

Foundational actions for building DEI awareness and integrating antiracism into every aspect of the association. These recommendations increase leader and member DEI capacity so they may implement the suite of recommendations resulting from this DEI audit.

Tier 1 recommendations are summarized below:

1. Require and execute ongoing and consistent DEI training with all PTA leaders (local, regional, and state)
2. Reinforce a culture to eliminate the focus of local PTA participation on dues and fundraising to one that prioritizes quality of experience.
3. Increase staffing by a minimum of two staff (DEI Director and Support Staff) to implement DEI Audit Recommendations adequately.
4. Establish a DEI Audit Task Force that is independent of the DEI and FACE Committees to monitor implementation of recommendations Tier 2 Recommendations Actions identified and prioritized by engagement participants with the highest degree of impact for BIPOC and other underserved communities.

Tier 2 Recommendations

Actions identified and prioritized by engagement participants with the highest degree of impact for BIPOC and other underserved communities.

1. Formalize commitment to language justice.
2. Commit to an annual assessment of school communities at the local level.

3. Establish recruitment goals for nominating committee composition to ensure and model equitable representation and lived experience in state leadership recruitment.
4. Update nominating committee handbook as per DEI audit recommendations.
5. Amend eligibility requirements for WSPTA Board Candidates.
6. Create an alternative process for decision-making at the state and local levels to Robert's Rules of Engagement.

Tier 3 Recommendations

Longer-term recommendations that, while critical, can be integrated at the local level as a way to pilot DEI specific activities, evaluate their impact and share as best practices for other PTAs.

1. Improve new member engagement practices.
2. Elevate the importance of partnerships with local CBOs representing BIPOC, LGBTQ+, and families with disabilities through the leveraging of resources and supports instead of using CBOs as avenues for member recruitment.
3. Shift culture that requires PTA leaders at the regional and state levels to lead all training efforts.
4. Elevate BIPOC participation and best practices statewide.