

## **WSAC 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 attainment goal and the associated Strategic Action Plans.

Adopted 2020.12