




WACTE Social Justice Committee

January 25, 2023

Mission

The mission of the Social Justice subcommittee is to strengthen all aspects of WACTE and hold the organization accountable by continuously working to center social justice through advocacy and through the frameworks of anti-racism and anti-bias.



Members

Davida Sharpe-Haygood - Pierce

Heather Hebard - Antioch

Megan Kelley-Petersen - UW Seattle

Shelly Shaffer - Eastern

Nyaradzo Mvududu - SPU

Lisa Hoxie - Whitworth

Koray Lynx - Heritage

Susan Gray - City U

Rachel Oppenheim - Antioch

Terry Hickey - St. Martin's

Yukari Amos - Central

Pete Renn - SPU

Julie Kang - Seattle U

Jon Howeler - UW Bothell

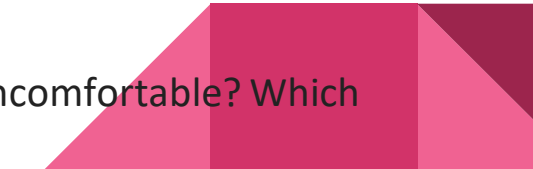
Tanya Powers - Highline

Bethany Moffatt - City U

Finalized Agreements

- Center anti-racism & anti-bias **and communities farthest from justice** in our work & meetings
- Be aware of the space you take up. Share the airtime. Step up, step back.
- Be aware of the power/ position/ privilege/ **status** we are each holding (or not holding) in this space. This is in regards to your personal/ individual identities, **cultural identities**, as well as your institutional identities. Notice power dynamics and work to disrupt them.
- Be committed to personal and organizational growth
 - Intelligence is a tool, Do not use it as a weapon to minimize, oppress, or belittle
 - **Consider your intent and** be mindful of the impact of your words before you speak them (practice pausing & thinking about impact)
- White members: lean into discomfort, speak up when you observe injustices occurring, **practice community-care**. BIPOC members: Practice self-care as well as **community-care**.
- Consider your other identities & positionalities in this space and respond conscientiously.

Breakout Groups: Animating the Agreements

- Please select a breakout group based on your racialized identity and/ or opt into a mixed-race group.
 - Begin by introducing yourselves, getting to know each other a bit
 - Are there experiences you have had (or things you have witnessed) during WACTE meetings in which these community agreements were not followed?
 - If your group does not have an example, the committee can provide a scenario for you.
 - Discuss:
 - How might community agreements have helped address the situation?
 - What might accountability to our agreements look like in addressing the situation?
 - Are there additions or edits you'd make to the agreements based on your conversation?
 - Which agreements speak to you most? Which make you uncomfortable? Which agreements do you need to work on/ lean into more?
- 

Whole Group Debrief

- Highlight something from your small group conversation that was productive or important
- What is something that you appreciated about your breakout group? (feel free to share in the chat)
- What questions are you leaving with (feel free to share in the chat)



Closing

- Next steps:
 - Continue putting agreements into practice
 - Other upcoming SJ Committee initiatives:
 - Rethink meeting structure (tasks, activities, meeting organization)
 - Bylaws, including job descriptions.
 - Welcoming committee/ orientation

- Exit ticket:

https://docs.google.com/forms/d/e/1FAIpQLSdIDfiPizfnv60vgltRvQrTbfiEK4nATGcAlFgn1CloMplhWQ/viewform?usp=sf_link