



# Eastside Pathways Equity Pledge (EPEP)

Eastside Pathways, partners and their constituents are committed to implementing systemic change to ensure every child and youth reaches their full potential. In addition to our five strategic goals in the 2020-2023 EP Strategic Plan that center academic, developmental, and social emotional outcomes, in 2020 we set a new goal focused on tackling the impacts of racism. We acknowledge that historic and systemic racism toward Black, Indigenous, Hispanic/Latino, Pacific Islander and Asian people, amongst many other forms of oppression, are barriers to our shared vision for children and youth in East King County.

All individuals in roles of authority and influence are accountable for systemic issues as they currently exist, and it is within our roles to create change so that “race no longer determines outcomes” according to the 2020-2023 EP Strategic Plan.

### Eastside Pathways Equity Pledge participants believe that:

- Race is a human-invented social construct and a classification system used as a tool for oppression and violence.
- Racism is designed to privilege White people and set “Whiteness” as the norm.
- Acknowledging racism and its impact on all people, particularly people of color, is foundational to doing racial equity work.
- Courage, accountability and collaboration are key leadership skills to reimagine our community and how we operate within it.
- Addressing internalized, interpersonal, institutional and structural inequality (particularly racial inequity) leads to more diversity and inclusion.

By signing this pledge, I understand that I must have internal, interpersonal and organizational conversations about race, racism and my internalized racial identity. I commit to taking progressive action toward reducing harm and increasing equity, particularly for Black, Indigenous, Hispanic, Latino/a/x, Asian, Pacific Islander and other dimensions of diversity.

I am/my organization or group is not ready to sign the Eastside Pathways Equity Pledge at this time. However, I/we are committing to identifying a minimum of one area on the Eastside Pathways Continuum on which to learn and advance. Please include me/us in communications regarding equity and adaptive leadership capacity building to help us move towards readiness.

*Allison Snow*

Signature

Allison Snow

Name (printed)

9/24/2021

Date

I am authorized and signing on behalf of Bellevue Education Association (BEA)  
Organization/Group (If applicable)