

SIXTH ANNUAL
WASHINGTON STATE
**CHARTER
SCHOOLS**
ASSOCIATION CONFERENCE
MAY 6th 2023



Reunited, Resilient, & READY TO RALLY

2023 CONFERENCE SPONSOR EQUITY COMMITMENTS

JOULE GROWTH PARTNERS



Joule Growth Partners (JGP) is a startup consulting firm that aims to help clients put more of their resources into service more effectively. Our diverse clients are working to more equitably share opportunities and resources with people who have been disproportionately disadvantaged by the systems in place in our country. We believe we can help advance these efforts, and we believe this is important. We seek to be a trustworthy, honest, and vulnerable partner in this work.

Institutional racism is both ubiquitous and pernicious, so being able and willing to identify and work to oppose it matters. We also know that, particularly as a private firm, the way we distribute our resources matters; it communicates our values. We are proud to make the following commitments:

- On a monthly basis, we will donate 1% of company revenue to Believe in Students (BIS), a national nonprofit focused on helping low-income, first-generation, and other marginalized students meet their basic needs, so they can earn their degrees.
- We donate at least 1% of our staff's time annually.
- 50% (or more) of our subcontractor and/or partnership work is with Women- and Minority-Owned Businesses.

KINARA PARK KIDS



Kinara Park Kids ® is about cultural relevance and inclusion. We exist because positive images of young African-American/Black children have been under or not at all represented in mainstream stores. We want our young people to see positive images of themselves. Kinara Park Kids is committed to anti-racism, diversity, inclusion, and equity.

KUTAK ROCK



We are committed to inclusiveness and diversity in the legal industry, our communities, and our workplaces. We believe that a diverse team of attorneys and staff broadens our perspective and enhances our ability to provide effective, efficient client service. We treat all people with respect, value open communication, and create equal opportunity environments.

LEAGUE OF EDUCATION VOTERS



We are committed to understanding and dismantling historic and systemic racism which creates stark inequities in education and being held accountable for our own action or inaction. We are also committed to looking inward at LEV's history, committing to changes, and being accountable for them. We believe equity should lie at the heart of our decision-making. We must employ approaches and build structures and policies externally and internally that will be designed to embed equity at every decision point.

LINCOLN BARRETTA



At Lincoln Barretta, we are committed to promoting diversity, equity, and inclusion through our work and communication with our school partners and the communities that they serve.

ORRICK



Orrick shares a deep commitment to diversity, equity and inclusion (DEI). Our goal is to be the most diverse and inclusive firm among our peers. Today, our Board and Management Committee members are 50% percent diverse, including nine women and four partners of color. The diversity of our U.S. partnership has improved from 29% to 42% since 2013. And, our 2022 summer associate class was 92% diverse. As one of four law firm founders of the Move the Needle (MTN) Fund, we publicly pledged that the diversity of our client teams for 40 valued clients will be at least 55% by 2025. As a signatory of the Diversity

Lab's Mansfield Rule, we pledge to consider a diverse candidate pool. For the past five years, that has helped drive results—at least 30% women, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities represented for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions—and earned “Mansfield Plus” certification. Additionally, as lawyers we took an oath to fight for justice and equity, but this duty doesn't end in the courtroom or boardroom – it must be reflected in what we say, how we act and what we value as an institution. Through our award-winning Racial Justice Fellowship Program, we embed experienced Orrick lawyers – full time and at full compensation – with innovative organizations working on the frontlines to advance a more just and equitable society. To sustain this effort and continue the impact, we have extended the program for the next three years. To learn more about our firm and our commitment to DEI, please visit www.orrick.com

TRIGON EDUCATION



Trigon Education believes that the best path forward for communities in Washington is a path which centers diversity, equity, and inclusion as its guiding lights. The communities which call Washington their home deserve to have their voices heard, their concerns addressed, and their truths honored. Trigon Education strives to work with and uplift people from all backgrounds, cultures, experiences, national origins, religions, sexual orientations, genders, gender identities, gender expressions, races, ethnicities, ages, abilities, political views, veteran statuses, and more. Furthermore, we seek and welcome people of color, women, persons with disabilities, people who identify as LGBTQIA, and those who are at the intersections of these identities. We stand with all communities in Washington and work to provide them with the technological tools in the classroom that will help everyone in the state of Washington justly and equitably step forward into the future.

WA FAB



We practice inclusion in our organization by seeking out and bringing in people with diversity in thought, skills, background (education, family, upbringing, area of birth, class/socioeconomic status), income, professional experience, personality, values, beliefs, race, religion, spirituality, ethnicity, sex, language/dialects, abilities (physical, mental, emotional, behavioral), neurology, gender (expression, identity), culture, morals, seniority/institutional or community knowledge/roots, politics, roles in the family/society/school community, citizenship status, sexual orientation, and marital/partner/parental status.

We work for equity and anti-racism by creating a safe space for our diverse group of people and members of our communities to learn, grow, and dream together. We are authentic and real in our words and actions. Our support and encouragement of each other is genuine. We find strength in and respect for each other's differences. We amplify each other's authentic voices and the voices of our communities. We see the best in others, strive for solutions, and work with integrity. We are hospitable and supportive as we listen for heart and meaning. We are intentional with our time, energy, and knowledge.