

GPA ORSWW Chapter Equity Statement

At the Oregon and SW Washington Chapter of the Grant Professionals Association (GPA), we recognize that equity is not a static goal, but a continual practice of learning, accountability, and transformation. As such, this Equity Statement and our Community Agreements are living documents that will be updated as needed to remain relevant and responsive to the needs of the Chapter.

We commit to **naming and actively dismantling systems of oppression**, including racism; anti-Black, -Indigenous, and -People of Color (BIPOC); ableism; classism; sexism; ageism; homophobia; and other forms of systemic exclusion that impact our members, our profession, and the communities we serve.

We are building a culture that:

- **Centers lived experience**, especially from those most impacted by injustice—Black, Indigenous, and People of Color (BIPOC), LGBTQIA+ individuals, people with disabilities, individuals from rural communities, and others whose voices have been historically marginalized.
- **Creates inclusive and accessible spaces**, ensuring every member has the opportunity to fully participate—regardless of ability, identity, or background.
- **Rejects performative inclusion**, and instead fosters transparent, accountable actions that move us toward collective liberation.
- **Elevates diverse leadership**, challenging traditional power structures and ensuring equity is embedded in decision-making processes.
- **Practices courageous honesty**, including the willingness to name harm, acknowledge privilege, and engage in difficult conversations.
- **Commits to ongoing self-education and reflection**, understanding that equity requires unlearning harmful patterns and co-creating new ones.

This work is sustained not by intention alone, but by action. Together, we pledge to:

- **Stand up when others are mistreated**, even when it's uncomfortable.
- **Educate ourselves and each other** on equity, history, and structural barriers.
- **Include diverse perspectives** in our grant activities, networking, leadership, and professional development.
- **Call out and address racism and exclusion** when we encounter it.
- **Hold ourselves and our peers accountable knowing** that accountability is a form of care.

We understand that equity is a collective responsibility. Through this statement and our continued efforts, we strive to co-create a professional community rooted in justice, transparency, and shared humanity.

GPA Community Agreements

1. Respect All Lived Experiences

- We honor the diverse journeys and backgrounds each member brings. We will listen without judgment, validate different perspectives, and acknowledge the impact of systemic inequities on our lived realities.

2. Be Open to Learning (and Unlearning)

- We agree to remain curious, humble, and teachable. We will embrace feedback, seek clarity when needed, and unlearn harmful norms that uphold inequity.

3. Speak Honestly, Listen Actively

- We will speak our truth with care and receive others' truths with intention. Active listening means pausing, reflecting, and centering understanding over rebuttal.

4. Assume Good Intent While Naming Harm

- We will trust in each other's desire to do better—and still be willing to name when harm occurs. We understand that impact matters more than intent and that accountability is an act of care.