

WSRA Equity Statement

The Washington State Recycling Association's (WSRA) goal is to create an organization where all members feel a sense of belonging and their perspectives are valued as part of the organization's culture.

The recycling industry and all WSRA members benefit from critically examining and working to dismantle systemic racism, oppression, and exclusion that persists in this industry to this day. WSRA acknowledges our role in this system and that communities of color and low-income communities have often been affected by social and environmental injustices related to the solid waste and recycling industries.

We are committed to tangible actions that confront these inequities by intentionally promoting inclusion, listening, learning, and acting in ways that protect the rights, health, and wellbeing of all.

WSRA's journey toward equity is ongoing with our commitments guiding our actions.

Commitments

- We are committed to ensuring that all organizational policies, resources, and programming are inclusive, equitable and just.
- We are committed to continually examining our implicit bias (individually and organizationally) and making changes to ensure more equitable outcomes.
- We are committed to working with our membership to create an equitable and inclusive recycling industry that welcomes a diverse workforce. We acknowledge the lack of diverse representation in industry leadership roles and support our members in making progress toward hiring, retaining, and empowering more inclusive leaders.
- We are committed to working toward showing-up in solidarity with all in our diverse community especially Black and Indigenous people. We condemn discrimination regardless of an individual's race, ability, age, appearance, ethnicity, gender identity or expression, geographical location, national origin, spoken language, professional level, religious or political beliefs or other ideologies, sex, sexual orientation, socioeconomic status, or any other legally protected statuses.
- We are committed to developing intentional partnerships with communities and organizations that center equity as a guiding principle in their work.
- We are committed to requesting and acting on feedback from our membership to help us achieve more equitable outcomes for the organization and the industry.

2023-2024 WSRA board

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