



October 29, 2020

Dear WAMFT Family,

In our last update in our August eNews, our board outlined several goals to structure our work toward an anti-racism agenda, and I am pleased to be writing with an update about the anti-racism work that we have been doing at WAMFT over the past couple of months.

- Goal #1: Increase anti-racism advocacy work, to include potential options such as a lobbying focus on diversity and inclusion, such as a CE requirement for a diversity training and developing educational programming for becoming culturally responsive clinicians and practice owners, among other possibilities.
 - Progress to date: The Legislative Committee has been focusing its efforts in the following areas:
 - Lobbying for a multicultural/diversity CE requirement at the state level. The committee will be attending the Dept of Health meeting in December in which the RCWs will be reviewed in an effort to move this petition toward inclusion in state statute.
 - Drafting and sending a letter to Seattle City Councilmembers in support of their funding a new mental health and substance abuse first-responder program called CAHOOTS (Crisis Assistance Helping Out On The Streets). This letter will then be retrofitted to be sent out to other counties and cities across the state.
 - Consulting with the WAMFT Lobbyist, Amber Lewis, to begin developing the legislative strategic plan to include specific anti-racism objectives in 2021 and beyond.
- Goal #2: Focus on recruitment and retention of people of color for board positions and committee membership
 - Progress to date: Our Elections Committee worked diligently in the past two months to recruit and nominate therapists of color for the WAMFT Board and Elections committee. This was prioritized in an effort to increase representation of BIPOC and non-black POC therapists on our organizational leadership team. We are thrilled to be welcoming our [newly elected board and election committee members](#) into leadership roles at WAMFT and are eager to steer more clearly in the direction of having a diversity of voices and experiences representing our membership.
- Goal #3: Increasing outreach and partnerships with BIPOC communities, agencies, and members, including developing mentorship opportunities, committee participation, and leadership development.
 - Progress to date: Beginning with the Annual Fall conference, WAMFT has committed to creating opportunities to allow for partnerships with local agencies, resources, and members that are actively supporting the BIPOC community. At the Fall Conference,



WAMFT highlighted the [Counselors of Color Network](#) as a sponsored vendor, which included an opportunity for their organization to be highlighted as an exhibitor to support their membership efforts. Moving forward, WAMFT's goal is to create continued opportunities to highlight and support local resources centering BIPOC communities. We also plan to continue developing opportunities for mentorship and leadership development for our BIPOC and non-black and indigenous POC members.

- Goal #4: Highlighting BIPOC voices at WAMFT events, as speakers, vendors, partners, etc; ensure that anti-racism and diversity issues are addressed in the conference workshop lineup.
 - Progress to date: This year's Annual Conference Committee made the decision to center Anti-Racism conversations throughout the conference event. One of the event's keynotes, "The Talk': Addressing Anti-Black Racism in Couple and Family Therapy", was presented by Dr. Ashley Hicks, an LMFT and Associate Professor at Louisville Presbyterian Theological Seminary. Breakout sessions included: A Conversation: BIPOC Therapists' Experiences with Racism & Microaggression in the Psychotherapy Profession; and Treating Asian Americans During the COVID Pandemic. The conference also highlighted the Counselors of Color Network as an exhibitor at the event (see above).
- Goal #5: Incorporating more community-building educational opportunities focused on anti-racism and advocacy work into current programming, including CE workshops, discussion groups, etc.
 - Progress to date:
 - The Membership Committee has been hosting a "Building a Better Us" virtual series over the past few months, averaging around 7-10 attendees. Each session focuses on a topic connected with anti-racism work, allowing membership a place to process through personal experiences toward the goal of anti-racism.
 - Community Cafes and Networking Events have been hosted to create space for member to connect and process anti-racism and advocacy topics.
 - Intention will be set in future events to be inclusive of anti-racism work in their content, delivery, and objectives. We are currently researching potential speakers to host for upcoming training events. If you have any recommendations, please feel free to share them with us at wamft@wamft.org!
- Goal #6: Creating resources lists for members to utilize as they do their own personal and professional processing around racism.
 - Progress to date: The WAMFT website has been updated to include a landing page with a [resources list for members to utilize regarding anti-racism](#) work. If you have great resources that have been helpful for you, please share them using the form on the webpage.



I am very pleased that the board and our committee volunteers have worked so openly, diligently and collaboratively around all of these new initiatives over the past few months. It is our vision that this work is not just some “check box” to complete and move past, but rather a shift in how the organization works moving forward. We encourage you to join us in this work. If you aren’t already, please consider [becoming involved in one of our committees](#) so that we can get even more work accomplished.

Onward.

Your WAMFT Board of Directors