

Embodying Antiracism Principles and Practices in Evaluation

Statement by Washington Evaluators Board – Effective August 2020



Washington Evaluators (WE) understands that evaluation training and practice are privileges that are not exempt from systemic oppression—that oppression pervades our environments, hides beneath data, and emerges in biases. We are committed to upholding the principles and practices of antiracism¹ through diversity, inclusion, representation, justice, and equity in our programs, marketing, events, membership, and community engagement.

Our Commitments to Doing the Work



LISTEN: We will listen to our Black, Indigenous, People of Color (BIPOC) community members to understand their perspectives, ideas, and lived experiences in relation to diversity, equity, justice, and inclusion in evaluation.



LEARN: We will do the work—on an individual and organizational level—to identify our complicity in the current system and enable actions that integrate antiracist principles and practices into our personal and professional lives.



GROW: We will use our knowledge and position to advance positive contributions within the evaluation community, as a whole, that increase equity in communities of practice, principles, and policies.



SHARE: We will amplify antiracist methodologies and practices in evaluation through our website, weekly digest, social media, AEA network, and professional development opportunities.

Our Pathway Toward Progress



REFLECT

Examine how internal priorities and actions overlap with antiracism, diversity, inclusion, representation, and equity.



EVALUATE

Evaluate our principles and practices in partnership with our community.



IMPLEMENT

Intentionally and publicly integrate these practices into our programming, mission, and vision.

¹ Antiracism is defined as the belief that racial groups are equal and none need developing (cf. Kendi, I. X. (2019). [How to Be an Antiracist](#) (pp. 24). New York: One World).