

## AWSNA Statement of Inclusion and Equity

The Association of Waldorf Schools of North America recognizes the historic and ongoing impact of racism on our continent and the injustice and discrimination faced by Black, Indigenous, and People of Color. We understand that inclusivity and equity is a journey of both moral and educational imperative. As such, we take seriously our responsibility to bear witness to what is happening in the world, to center the voices of color in racial justice work, to change the course of inequities, and to identify and break down structural racism in all forms where it exists, particularly in Waldorf education.

Waldorf education espouses principles of respect for human dignity. Any narratives or indications made by Rudolf Steiner that are in contradiction to this principle are not the basis for Waldorf education and we unequivocally denounce such statements.

We know that we have far to go as an association and as individuals in our understanding of racial oppression and social justice. Advancing the principles of diversity, equity, and inclusion (DEI) is one of the compelling forces behind AWSNA's strategic priorities. These priorities make equity and inclusion central to our work and aim to bring us closer to the world that we want for our youth.

The AWSNA executive team is spending more time than ever asking the following questions:

- How do we participate, consciously or unconsciously, in systemic racism?
- What meaningful actions will we take in service to the leadership and agency of Black, Indigenous, and People of Color?
- Where are the possibilities for each of us to prioritize racial justice in our work to further Waldorf education?
- How do we actively engage in anti-racism both personally and professionally?

We invite you to join us in exploring these questions and in elevating your own commitment to social justice.

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