



Membership Terms and Agreements

I. Our Mission:

POCIS NW strives to connect, empower, and strengthen the members of color in our schools and our regional independent school community by providing opportunities and programming for education, growth, and engagement.

Values:

- We honor all people regardless of ability, gender expression, sexual orientation, race, ethnicity, religion, or age.
- We are open and transparent with each other at all times.
- We listen to understand, and are open to differing perspectives and ideas.
- We respect each other's contributions without judgment.
- We consider intention and impact, understanding that impact matters and should be addressed.
- We are self-aware of what we represent, our positionality, and how we engage in our space.
- We honor confidentiality.

Goals:

POCIS NW offers our member schools resources and programming to support their DEI goals that enhance the student experience in learning, engagement, and connection. Our aim is to:

- Promote dialogue among educators, students, and families of color in our schools
- Provide learning opportunities for our member schools' broader communities
- Build community and belonging in our schools

II. Membership

A. Membership Terms:

As an organization that values inclusive and diverse practices, we engage using these community agreements. Membership Terms

- School Eligibility and Readiness
 - NWAIS-accredited independent schools.
 - Member schools are required to designate at least one representative (ideally a DEI and/or employee of color) to be the contact person, participate in committees, and attend meetings.
 - DEI practitioners and people of color representing schools have priority to lead subgroups and serve on the steering committee. We see this as a leadership and networking opportunity for educators of color in independent schools, therefore we prioritize their involvement as professional development.
 - Steering committee meetings require representation from each subcommittee, chair, vice chair, or subcommittee member.
- Commitment to Programming
 - POCIS NW programming is managed and governed by the steering committee.
 - Inquiries about any POCIS NW programming are made directly to the steering committee.

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- Membership costs depend on an equitable tier system based on enrollment of the member schools.
- Membership fees grant access to all POCIS NW programming.
- Agreement to follow promotional language and brand guidelines as set by the marketing subcommittee.

B. Membership Responsibilities

- Member schools agree to the terms and responsibilities of membership, sign the member agreement, and pay membership dues.
- Membership renewal will be sent out every year by the end of June with a registration window between July 1 and August 20.
- At least one representative from each member school (ideally a DEI and/or employee of color) serves on subcommittees and attends the general membership meetings (every six weeks). We ask that member schools prioritize employees of color and DEI practitioners as representatives for POCIS NW programming.
- Member schools promote POCIS NW events and programming with their school communities.
- Member schools abide by member agreements outlined in the membership agreement.
- Cancellation during mid-year programming applies to the following school year, and no refunds are issued.
- Should there be any changes in representation, it is the responsibility of the member school to replace their representative and notify the POCIS NW Board of the transition.

C. Membership Re-enrollment / Registration

- **Membership Registration:** Schools enroll for POCIS NW every year and pay membership fees annually between July 1 and August 20.
- **The term of membership** is July 1 to June 30 every year.
- **Fee structure for membership:** Fees are determined by enrollment numbers. The tiers for the 2023-24 school year are as follows:
 - Up to 100: \$500
 - 101-200 students: \$1,400
 - 201–400 students: \$2,000
 - 401+ students: \$2,400

III. Community Agreements

These agreements support our work together as we create space and provide programming for our families and communities to learn and grow together. As members of POCIS Northwest, we agree to enter our space in the spirit of dialogue, respect, and responsibility to ourselves, each other, and our communities.