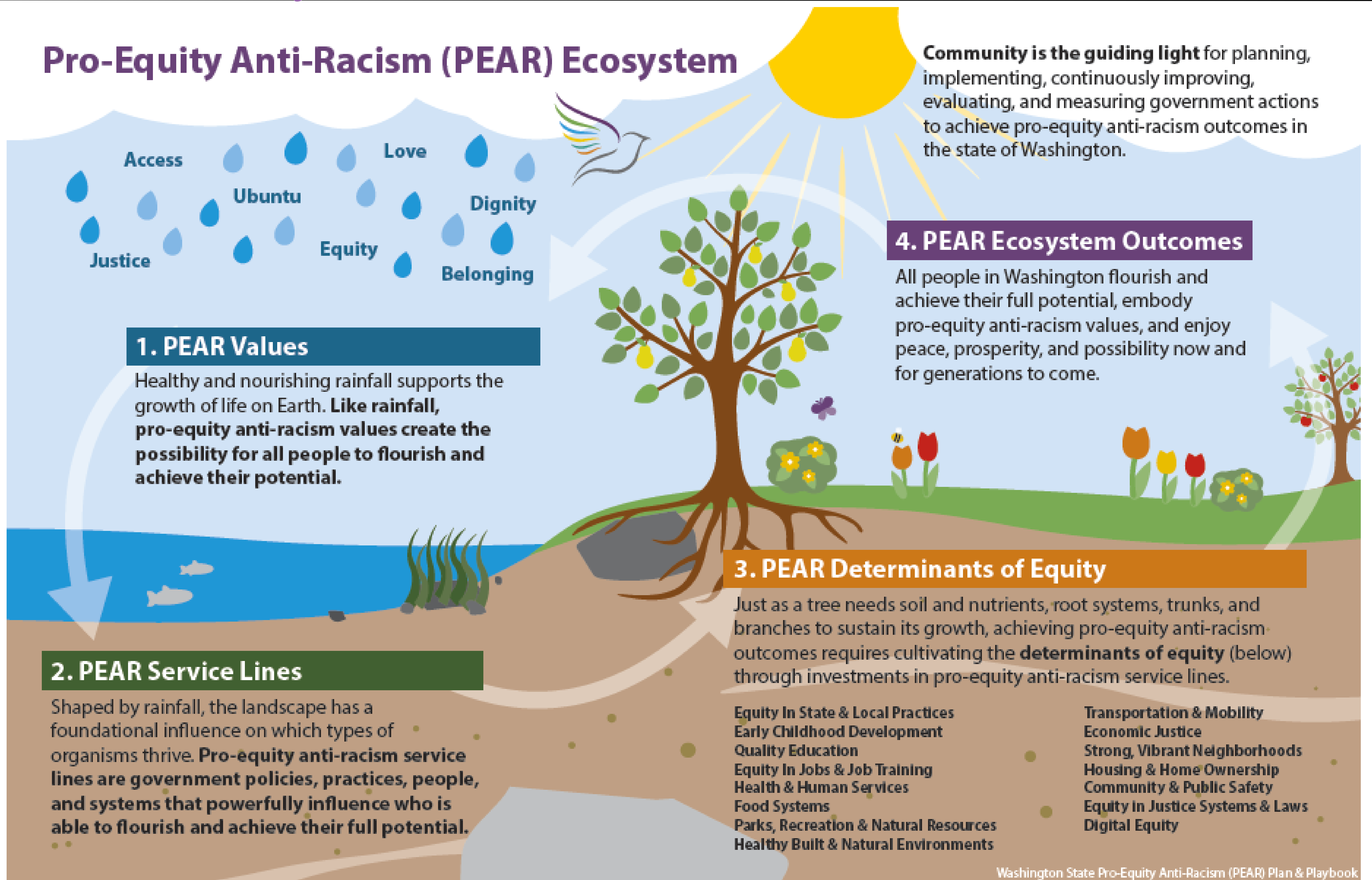


Washington State Pro-Equity Anti-Racism (PEAR) Plan & Playbook



Pro-Equity Anti-Racism (PEAR) Ecosystem



Our Vision

Everyone in Washington has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

Our Mission

To promote equitable access to opportunities, power, and resources across government that reduce disparities and improve outcomes statewide.

Our Values

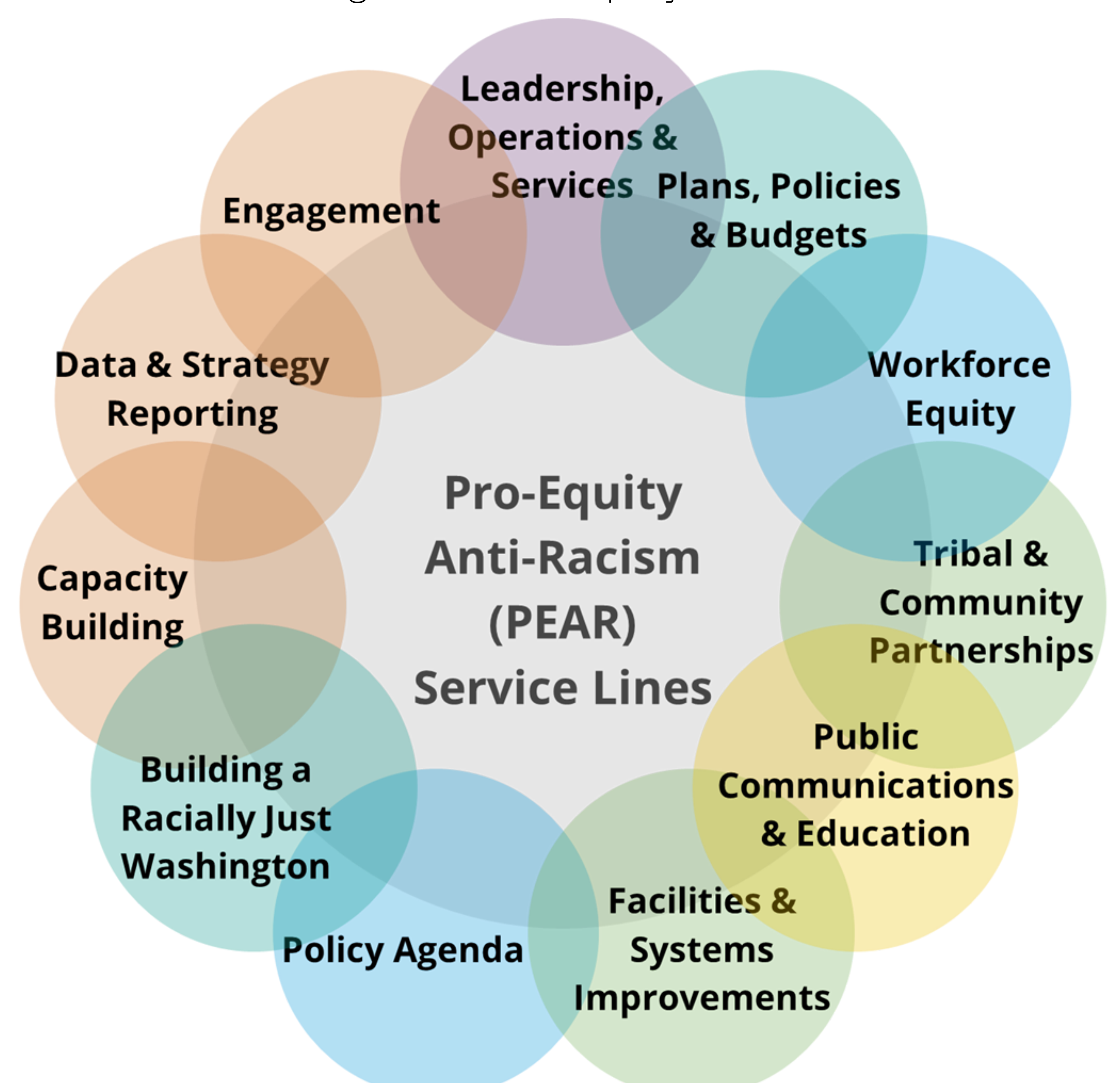
Access + Belonging + Dignity + Equity + Justice + Love + Ubuntu

Our Goals

- DRIVE** pro-equity and social justice for all.
- CENTER** racial justice.
- ENSURE** equitable access.
- BUILD** a culture of belonging.
- END** disparities, including racial and ethnic disparities, to achieve equitable outcomes. We will convene teams of employees and communities to prioritize hiring and promotions; state spend for public works, goods and services (including client services), and procurement; and access to services.

Our Methodology

As a government system, we are **investing** in our **Pro-Equity Anti-Racism Service Line priorities** to achieve Pro-Equity Anti-Racism **outcomes** that we will **measure** using values-driven, community-centered data and reinforce through our Pro-Equity Anti-Racism **habits**.



Our PEAR Commitments Now & Future Generations

We are committed to reframing state government to work in a way that reduces disparities and improves equitable and just outcomes for everyone in Washington now and for future generations by creating a state culture that centers equity and belonging to sustain workplace diversity.

We are committed to manifesting a pro-equity anti-racism ecosystem in a multicultural Washington state where everyone flourishes and achieves their full potential now and for future generations.

Equity Impact Reviews

A five-step equity impact review (EIR) process that blends numerical (quantitative) data and descriptive community language (qualitative) to inform agency planning, decision-making, and implementation of actions that achieve equitable access to opportunities and resources that reduce disparities and improve equitable outcomes statewide.

Equitable Lean Continuous Improvement

We are committed to using Lean principles and tools to create and continuously improve equitable processes and practices that embed Pro-Equity, Racial Justice, Access, and Belonging into the culture of our state's public service delivery system.

PEAR Competencies

1. Knowledge, Understanding & Commitment
2. Self-Awareness & Commitment to Growth
3. Cultivating Mutually Beneficial & Trusting Strategic Partnerships
4. Equitable & Accessible Excellence & Allyship
5. Measuring for Success & Improvement

1. SCOPE

Scope the reach, intensity, and duration of the proposed action.

2. ANALYZE & PARTNER

Analyze equity conditions and partner with community.



5. COMMIT

Commit to equitable lean continuous improvement.

4. IMPLEMENT

Are we staying connected (e.g., communicating, engaging, assessing efficacy) in the advancement of pro-equity anti-racism with the employees and/or communities impacted by the proposed action?

3. CO-CREATE

Co-create and partner in decision-making (design, planning, and implementation) with employees and/or communities impacted by the proposed action (e.g., plans, policies, and practices).

Impact of Service Line Investments on Determinants of Equity

What will your agency investments impact?

Everyone in Washington has full access to:

- Opportunity, power, and resources to flourish and achieve their full potential
- Health, wealth, and well-being
- Peace, prosperity, and possibility for generations to come

Trunk

Main systems for supporting the growth of individuals, families and communities.

Equity in Community Support Systems

- Healthy Built & Natural Environments
- Early Childhood Development
- Quality Education
- Food Systems

Soil & Nutrients

Strong investments in government policies, practices, people, and systems (PEAR service lines) nourish a pro-equity antiracism system.

Equity in Government Policies, Practices, People & Systems

- Equity in state and local practices (including regional, county, city & municipal practices)

Community is the guiding light for planning, implementing, continuously improving, evaluating, and measuring government actions to achieve pro-equity anti-racism outcomes in the state of Washington.

Branches

Strong individual and family systems and community investments that help people grow and flourish.

Equity in Family Support Systems

- Community & Public Safety
- Health & Human Services
- Housing & Home Ownership
- Strong, Vibrant Neighborhoods
- Parks, Recreation & Natural Resources

Root System

Fortifies and distributes opportunity throughout support systems, families, and communities.

Equity in Community Infrastructure

- Economic Justice
- Digital Equity
- Equity in Justice Systems & Laws
- Transportation & Mobility
- Equity In Jobs & Job Training