

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

Tara Smith 0:01

My name is Tara Smith, and I'm proud to be the Director of the Department of Enterprise Services. And today, it's my honor to share with you the agency's statement and support of Governor Inslee's Executive Order 22-04. This Executive Order implements the Washington State Pro-Equity Anti-Racism (or PEAR) Plan and Playbook. It also directs all cabinet agencies to develop and implement a PEAR Strategic Action Plan. Governor Inslee has a vision for building a PEAR ecosystem across the state of Washington. And he makes it clear that each agency leader is responsible and accountable for achieving PEAR outcomes. So with this statement, I am making that commitment. At the Department of Enterprise Services, or DES, we have a wide impact on many services across the state. We recognize that embedding the values of diversity, equity and inclusion into all aspects of our work is critical to fulfilling our mission of strengthening the business of government. Also, it's just the right thing to do.

Dr. Adrian Thompson 1:32

My name is Dr. Adrian Thompson, and I'm the Chief Equity Officer here at the Department of Enterprise Services. This work is a key priority for us. Although we cannot change the oppressive and discriminatory practices of the past, we have control over our current workplace culture, and the services that we provide to state and local governments.

Tara Smith 2:00

My Leadership Team, working closely with our new DES PEAR Team, is committed to building the capacity necessary to do this work in a meaningful way. Our responsibilities vary widely across many distinct business lines. But we know that every one of us must do our part to ensure that we're fully partnering with our customers and our stakeholders.

Jason Marquiss 2:27

My name is Jason Marquiss and I'm the Chief Operations Officer here at DES. In this initial phase of our PEAR Strategic Planning, we are actively pursuing three PEAR Service Line Investments. First, we will build and deploy our PEAR Strategic Action Plan across our Leadership, Operations and Service Lines to support agency equity goals, as well as goals of all the other state agencies that we support. Second, we will develop a community engagement strategy that will ensure an enterprise alignment and that will foster PEAR engagement and community partnership. And third, we will create mechanisms to support small agencies to which DES provides services in order to help them develop the capacity to institute PEAR strategies that will have a positive impact on their customers and community members.

Tara Smith 3:33

I am honored to lead this work across this agency, and I'm excited to share the journey with each of you, our partners, and the Office of Equity. And I'd love to hear from you about how we're doing along the way, where we can do better, and maybe how you'll join us to build a pro-equity, anti-racist ecosystem. Thank you.