



Post Summit Report

Governor Inslee's 2022 Equity Summit:
Working Together for Results
November 30, 2022
Greater Tacoma Convention Center

Hosted By: The Washington State Office of Equity

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Acknowledgments

We acknowledge our ancestors, our partners, and agency sponsors who helped bring the Governor's 2022 Equity Summit to fruition:

- CGI Technologies & Solutions Inc
- South Sound YMCA
- The People's Gathering
- U.S. IBM
- United Way of Pierce County
- Washington State Achievement Council (WSAC)
- Washington State Department of Corrections (DOC)
- Washington State Department of Ecology
- Washington State Department of Financial Institutions (DFI)
- Washington State Department of Health (DOH)
- Washington State Department of Labor & Industries (LNI)
- Washington State Department of Licensing (DOL)
- Washington State Department of Retirement Systems (DRS)
- Washington State Department of Revenue (DOR)
- Washington State Department of Services for the Blind (DSB)
- Washington State Department of Social and Health Services (DSHS)
- Washington State Department of Transportation (WSDOT)
- Washington State Employment Security Department (ESD)
- Washington State Health Care Authority (HCA)
- Washington State Office of Administrative Hearings (OAH)
- Washington State Office of Minority and Women's Business Enterprise (OMWBE)
- Washington State Office of the Corrections Ombuds (OCO)
- Washington State Lottery (LOT)
- Washington State Recreation and Conservation Office (RCO)



The Honorable
Jay Inslee
Governor, State of
Washington

“ 'The arc of the moral universe is long, but it bends towards justice' ... if we bend it. It does not happen automatically. It does not happen through some organic process. It doesn't even happen through the power of evolution. It only happens if we decide to bend the arc of the moral universe. So, this is something that has to be through an intentional act. We don't break centuries of habit and thinking unless we decide to break the chains of that history.”

***-Washington Governor Jay Inslee,
expounding on a quote from Reverend Dr. Martin Luther
King Jr. at the Governor's 2022 Equity Summit***

Background

The Governor's [Executive Order 22-02, Achieving Equity in Washington State Government](#), directed agencies to advance equity and anti-racism in the following areas: Public Contracting, Public Employment, Public Education, and Public Services.

On November 30th, approximately 2,000 community members and state employees came together in-person and virtually to identify specific performance measures and metrics the state will use to gauge how well we are advancing equity. Together, Summit participants helped lay a strong foundation for achieving equity across Washington state government, now and for generations to come, and learned how to advance belonging, equity, and justice for all, from several incredible presenters.


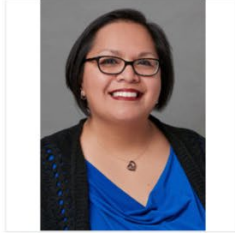
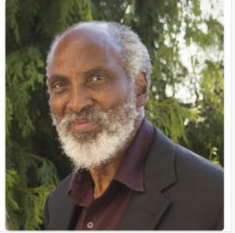

Accessibility

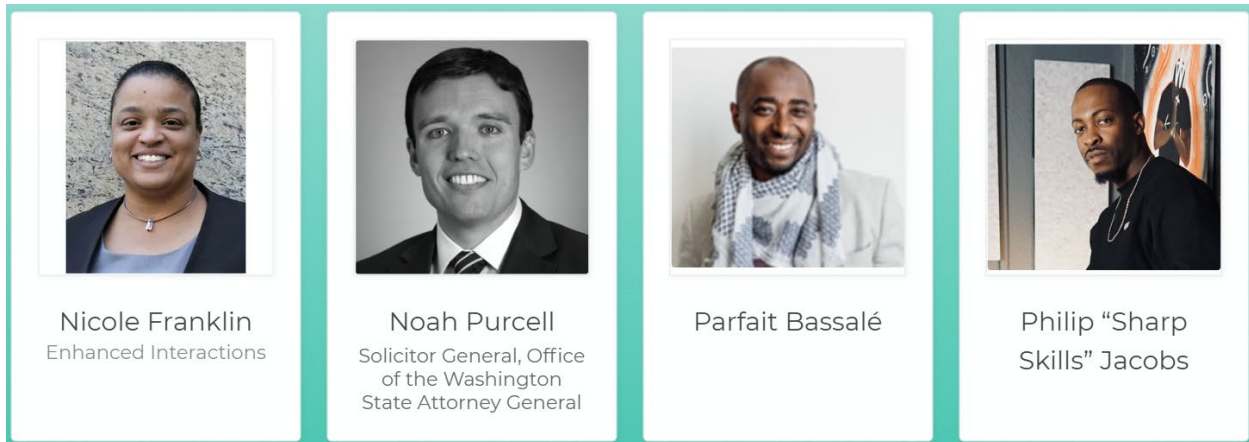
The Washington State Office of Equity is committed to hosting accessible events that promote belonging, justice, and dignity.

We thank **American Sign Language (ASL) Interpreters** (Jahmeca Osborne, [Diverse Interpretation](#) and Stephanie Freeman, [Universal Language Service](#)) and

Communication Access Realtime Translation (CART) Captioners (Michelle Beltran, [LNS Captioning](#) and Jamie Pellegrino, [LNS Captioning](#)) for helping us host an accessible event.

Speakers

 <p>Clinton Johnson NorthStar of GIS</p>	 <p>Dr. Erica Hernandez-Scott Interim Executive Director Professional Educator Standards Board (PESB)</p>	 <p>John A. Powell Director, Othering and Belonging Institute</p>	 <p>Karen A. Johnson (Dr. J) Director, Office of Equity</p>
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Photos

View the [compilation](#) of photos from the event!

Summit Videos and Session Recordings

Videos

In the following videos, state employees and community members shared why they believe advancing a pro-equity antiracism (PEAR) ecosystem is important for all Washingtonians. These videos were shared as pre-work to prepare people for their participation at the Summit.

- [Achieving Equity in Public Contracting](#)
- [Achieving Equity in Public Education](#)
- [Achieving Equity in Public Employment](#)
- [Achieving Equity in Public Services](#)

Note: [Why Lead with Race: Governor's 2022 Equity Summit](#) was shown at the Summit.

Session Recordings

Recordings of the Summit plenary morning and afternoon sessions are linked below:

- [Governor's Equity Summit Morning Plenary Session](#)
- [Governor's Equity Summit Afternoon Plenary Session](#)

Recordings of the Laying the Foundation group work are linked below:

- [Finalizing the Datasets & Indicators for Determinants of Equity](#)
- [Developing Measures for Achieving Equity in Public Employment \(Morning\)](#)
- [Developing Measures for Achieving Equity in Public Employment \(Afternoon\)](#)
- [Developing Measures for Achieving Equity in Public Contracting \(Morning\)](#)
- [Developing Measures for Achieving Equity in Public Contracting \(Afternoon\)](#)
- [Development Measures for Achieving Equity in Public Services \(Morning\)](#)

Note: No recordings were made for the *Developing Measures for Achieving Equity in Public Education* session or the afternoon session *Achieving Equity in Public Service*.



"I'm listening to the video the Governor sent out on the Equity Summit. It is clear you put together a **worthwhile and high-quality event!** I really like the specific performance measures. The other thing I appreciated was that it was clear you had **people with many different lived experiences and professional interactions** with state government. I think by holding the summit, you took a first step in ensuring folks feel a sense of ownership, especially with the message of, "and now what will you do..." Amazing work!"

Jolene Stanislawski
State Auditor's Office

"Congrats on a job well done regarding the Governor's Equity Summit yesterday. We all appreciated the great service, space, time and your hard work on **bringing all of us together** and making it happen." The rest of us are left saying, "Dr. J and her hardworking team.... They did that! Drop the mic!"

Masozi Nyirenda
Department of Enterprise Services

"Just wanted to say thank you for a terrific summit last week. I can imagine it was a lot to pull together in a microscopic amount of time. What you and your team were able to deliver, though, was a day full of inspiration, information, and important conversation. We also had time to **get some important work done** while remembering there is much more to do. I appreciate all the countless hours you all put in to deliver. Nicely done!

This was also the first time I remember being at a conference organized by a state entity where the majority of **speakers and presenters were people of color**, and women in particular. It was absolutely **refreshing** and I appreciate the **intentionality** that likely went into that." –

Andrew Chin
Department of Social and Health Services, Division of Child Support

"Job WELL DONE! What an **inspiring** event."

Kristin Peterson
Department of Health

"Thank you for putting together the Equity Summit, that was amazing! Getting that many people into the room and organizing the logistics was also amazing, kudos to you and your team for making it a **meaningful experience and fun!**"

Pat McGregor
Washington State Patrol

Washington State 2023 Plan

Note: If you want to see the full set of measures, metrics, and PEAR actions for a section, click the section link below. [Learn](#) what participants believe it will take for Washington to become the **nation's first Belonging State**.

Public Education

Measure: Create and implement culturally relevant curriculum

Actions:

1. Establish legislative requirement and earmark funding
 2. Require culturally appropriate teaching and inclusive cultures professional development for teachers & faculty
 3. Legislate board for curriculum review criteria (board must be representative of community diversity and each school community)
 4. Integrate and require in-teacher prep & administrative programs
-

Public Services

Measure: Equity in housing

Actions:

1. Analyze eligibility criteria, all housing support options, and align into a single set or streamline
 2. Share information with the public to make sure people get what they need and convey an understanding that all people deserve housing
 3. Create an automatic expungement process for individuals being released after serving their sentence to address barriers to housing (especially the vouchers)
 4. Amplify and scale community-based, community-rooted models
 5. Statewide zoning standards to encourage building of affordable units
 6. Align and desegregate data with housing stock and income by region and availability of matched housing and data about housing rates by race, language, and income level
-

Public Contracting

Measure 1: Reduce Barriers in Contracting for Small, Women-owned, and Minority-owned Businesses

Measure 2: Increase State Awarded Contracts & Spend for Small, Women, and Minority Businesses

Measure 3: Education & Empowerment (External)

Measure 4: Education & Empowerment (Internal)

Actions:

1. Incorporate equity review into contract/Request for Proposal (RFP) process
 2. Review procurement priorities, processes, and contracts and remove/resolve conflicting language, requirements, processes, and priorities
 3. OMWBE & community set contracting goals
 4. Develop and implement outreach plan – access to resources, technical assistance programs
 5. Examine previously “disqualified small, women, and minority businesses
 6. Budget for required PEAR training, all staff in contracting/procurement must take
 7. Solicit community feedback regarding contracting/procurement policy, incorporate feedback
-

Public Employment

Measure 1: Improve hiring practices

Measure 2: Create equity tool for all hiring and appointments

Measure 3: Increase DEI training that includes cultural awareness for all

Measure 4: Identify and diversify demographics of new hires, internal movement, and employment status

Actions:

1. Build and deploy an evaluation system to support DEI growth
2. Allocate sufficient resources to support DEI training
3. Develop and deploy survey that measures quality of training (e.g., survey measures perception and skills)



"As a long time community member, social worker, and college instructor in the King and Pierce Co. regions, I'd like to thank you for hosting an amazingly dynamic Equity Summit for the community. I am blessed to sit on the Governor's DES BDAG as well and will share the great news with the Team there. This was by far **the most comprehensive DEI (& Belonging) summit** I have ever attended."

Carl Newhouse
Resilient Learning & Solutions, LLC

"The Equity Summit was quite an achievement. While facilitating our Public Services measures session I kept having two thoughts 1. "What did I get myself into this time?" and 2. "Wow, we're really doing this!". I've gotten used to having to constantly having to make the case for why this work is important and yesterday during our sessions I realized I didn't need to convince anyone about the why, we just had to provide the organization and then set the team loose to do the work.

I also appreciated the **opportunity to work with friends and partners** from other agencies. As I'm sure you know, **this work can feel isolating** and I relished the chance to work other colleagues. I feel like that **recharged my batteries** in ways I didn't know I needed. I can't believe how you all put it together in such a short time period."

Tony Griego
Office of Administrative Hearings

"CONGRATULATIONS to the entire team for today's amazing summit. **I was online and glued to my screen.** Even during breakouts, the technology/online support team did a wonderful job keeping us engaged and involved. I left **feeling inspired** and more aligned in our work.

I was in the contracting group and Lenora made sure we didn't miss a beat or felt the usual digital disconnect with hybrid events."

Faduma Fido
People's Economy Lab

"CONGRATS the Summit was well done with such flair with so little time to plan! It was IMPRESSIVE! Thank you! he quality of the speakers and learning was fabulous and the opportunity to reconnect with colleagues and friends was a blessing!"

Juan Alaniz
Health Care Authority

Appendixes

Appendix A: Summit Agenda

Working Together for Results



Governor’s Summit (EO 22-02)
Greater Tacoma Convention Center
1500 Commerce Street, Tacoma, WA
November 30, 2022
8:00 a.m. - 4:00 p.m.



Washington state agencies and communities working together to achieve equity in public contracting, education, employment, and services so everyone has a fair chance to live out their dreams and thrive in business, school, work, and life.

“Teamwork makes the dream work”

Time	Topic	Presenter	Location
7:00am: Registration and Networking (3rd Floor)			
8:00 am	Welcome	<i>Dr. Karen A. Johnson (Dr. J)</i> <i>Director, Office of Equity</i>	Exhibition Hall B, 5 th Floor and Virtual
8:05 am	Opening Blessing	<i>Connie McCloud</i> <i>Culture Director, Puyallup Tribe</i>	
8:15 am	“The Dream”	<i>Dr. J</i>	
8:30 am	Governor Remarks	<i>The Honorable Jay Inslee</i> <i>Governor, State of Washington</i>	
8:40 am	Meet-n-Greet	<i>Dr. J</i>	
9:00 am	Solicitor General Remarks	<i>Noah Purcell</i> <i>Solicitor General, Office of the Washington State Attorney General</i>	

9:10 am	Introduce john a. powell	Dr. J	
9:15 am	<i>How To Make Belonging Real</i>	john a. powell Director, Othering and Belonging Institute	
10:15am: Break (Note: Making Connections Virtual Participation Resumes At 2:45pm)			
10:30am – 12:00pm Laying the Foundation	Facilitated Group Work: <i>Finalizing the Measures and the Metrics for the Measures</i>		Public Education: Room 404 Public Employment: Room 405 Public Contracting: Room 406 Public Services: Room 407
	Finalizing the Datasets & Indicators for Determinants of Equity	Clinton Johnson, NorthStar of GIS Nicole Franklin, Enhanced Interactions	Law & Justice: Board Room North, 1 st floor
	Finalizing the Datasets & Indicators for Determinants of Equity	Clinton Johnson Nicole Franklin	Community & Public Safety:
			Board Room South, 1 st floor
10:30am – 12:00pm Making Connections <i>For in-person Making Connection attendees only</i>	Now that Directive 98-01 is Rescinded, What Now?	Solicitor General Noah Purcell	Room 317
	Internal Transformation: <i>How an Education Agency is Transforming Itself in the Name of Justice</i>	Dr. Erica Hernandez-Scott Interim Executive Director Professional Educator Standards Board (PESB)	Room 318
	The Elephant in the Room	Philip “Sharp Skills” Jacobs Rebel Firm, LLC	Ball Room A, 3 rd floor
	Achieving Equity Requires Pivots: Are You Ready?	Parfait Bassale’ Parfait Bassale’ Consulting	Ball Room B/C, 3 rd floor
	How Do We Make Belonging Real	john a. powell	Ball Room D, 3 rd floor
12:00pm – 1:00pm: Catered Lunch (Exhibition Hall B- 5th Floor)			

1:00pm - 2:30pm Laying the Foundation	Facilitated Group Work: <i>Finalizing the Metrics and Actions for the Measures</i>		Public Education: Room 404 Public Employment: Room 405 Public Contracting: Room 406 Public Services: Room 407
	Finalizing the Datasets & Indicators for Determinants of Equity <ul style="list-style-type: none"> • Parks • Recreation & Natural Resources • Built & Natural Environment • Neighborhoods 	<i>Clinton Johnson</i> <i>Nicole Franklin</i>	Board North & Board Room South, 1 st floor
1:00pm – 2:30pm Making Connections <i>For in-person Making Connection attendees only</i>	Now that Directive 98-01 is Rescinded, What Now?	<i>Solicitor General Noah Purcell</i>	Room 317
	Internal Transformation: <i>How an Education Agency is Transforming Itself in the Name of Justice</i>	<i>Dr. Erica Hernandez-Scott</i>	Room 318
	The Elephant in the Room	<i>Phillip “Sharp Skills” Jacobs</i>	Ball Room A, 3 rd floor
	Achieving Equity Requires Pivots: Are You Ready?	<i>Parfait Bassale’</i>	Ball Room B/C, 3 rd floor
	How Do We Make Belonging Real	<i>john a. powell</i>	Ball Room D, 3 rd floor
2:30pm: Break & Refreshments <i>(Note: Making Connections Virtual Participation Resumes At 2:45pm)</i>			
2:45 pm	Report Outs to Governor Jay Inslee	<i>Dr. Karen A. Johnson</i>	Exhibition Hall B, 5 th floor and Virtual
3:50pm – 4:00pm	Closing Remarks	<i>The Honorable Governor Jay Inslee</i>	

Thank you for your participation:
“Ain’t No Stopping Us Now!”

Appendix B: PEAR Service Lines

Pro-Equity Anti-Racism (PEAR) Service Lines

To create PEAR outcomes, we focus on PEAR Strategic Action Plan investments in **PEAR Service Lines**, 11 aspects of decision making within state agency business lines including service delivery, program development, policy development, and budgeting (RCW 43.06D.040).

The 11 PEAR Service Lines are:

Leadership, Operations & Services:

Advance PEAR practices and systems at all levels of state government through transparent and accountable organizational development and adaptive change agent leadership.

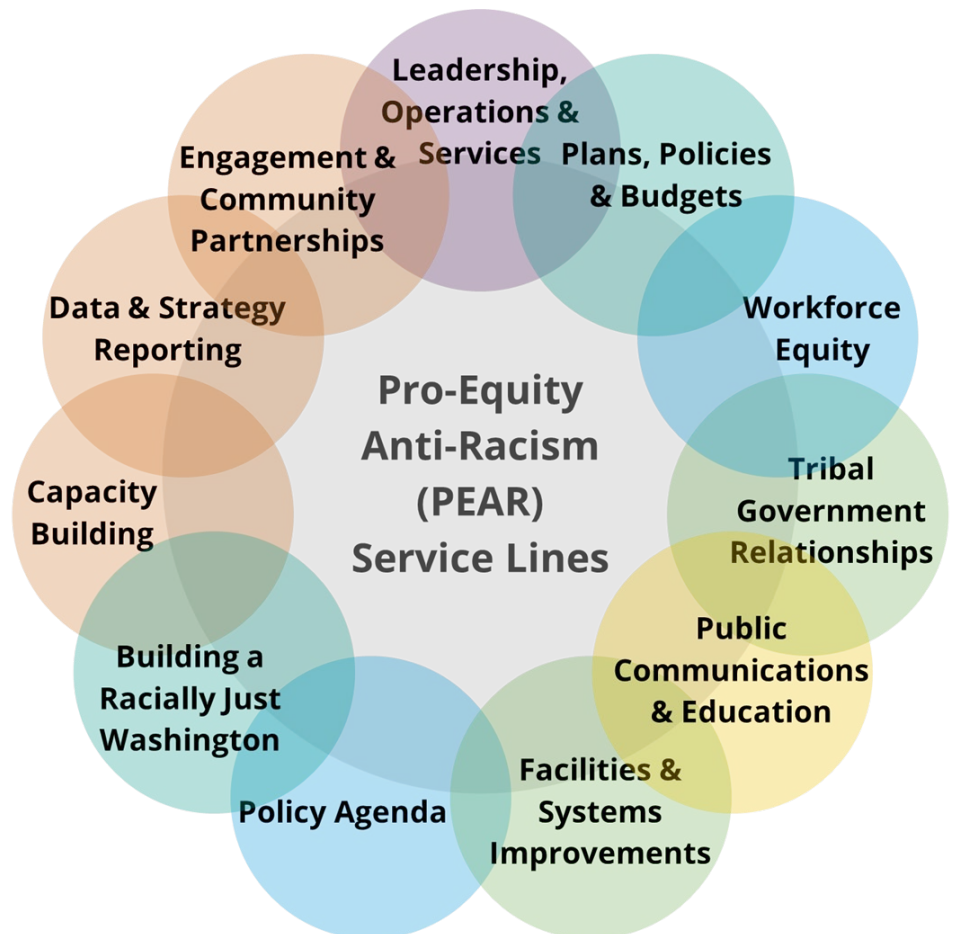
Plans, Policies & Budgets:

Incorporate PEAR values into plans, policies, and budgets to meet the needs of employees and the communities we serve, eliminating disparities where the needs are greatest.

Workforce Equity:

Develop a PEAR organizational culture by building a diverse (including racially and ethnically diverse) and culturally responsive pipeline for employees at all levels and create opportunities for each employee to bring their full self to work and feel welcomed, supported, and valued.

Tribal Government Relationships: Invest in Tribal governments and enterprises, and Tribal organizations that progressively inform our state's PEAR decision-making lens and cultivate equitable, racially just and accessible participation with recognition of the unique histories of Tribes and AI/AN people, their connection to traditional territories



and the significance of the connection between the land and cultural ways of life practiced since time immemorial.

Public Communications & Education: Advance our state's capacity to better communicate and educate our communities and employees in ways that are equitable, racially just, accessible, and cultivate a sense of belonging.

Facilities & Systems Improvements: Design and develop facilities improvements, public works projects, and business diversity programs that center the values and priorities of our employees and the communities we serve.

Policy Agenda: Address **root causes of disparities** through policies, practices, and systems to end disparities, including racial and ethnic disparities, and improve outcomes statewide across state government, particularly in hiring and promotions; state spend for public works, goods and services (including client services), and procurement; and access to services.

Building a Racially Just Washington: Use PEAR strategies and tools to eliminate racial inequities and improve outcomes for all racial groups, with an intentional focus on where the needs are greatest.

Capacity Building: Intentionally develop organizational capacity to support the implementation of the PEAR framework in all agency-decision making.

Data & Strategy Reporting: Invest in data and strategy reporting systems to ensure that we drive equitable outcomes by investing where the needs are greatest and hold state agencies accountable for eliminating disparities in their business lines.

Engagement & Community Partnerships: Build partnerships with communities and employees that inform and support Washington state's PEAR ecosystem.

ⁱ Tribal governments are distinct sovereign nations with inherent authority to govern their own people, lands, and resources. Tribal governments as sovereign nations have a unique relationship with the state and the federal government that is not based upon race. Federally recognized Tribes have the right and authority to regulate activities on their land independent from state government. However, tribes and the state frequently collaborate and cooperate in areas of mutual interest through consultation and government-to-government protocols as required by Chapter 43.376 RCW. It is of the utmost importance that Tribal sovereign nation status is honored throughout this process.

Tribes share responsibility for the health, safety, and welfare of their citizens and their communities with state and federal governments. Tribal Members, American Indians and Alaska Natives are dual citizens, as members of their Tribe and the State of Washington. Both governments share the responsibility to ensure equity and justice for AI/AN Washingtonians.

Appendix C: Summit Definition Sheet

1. **Pro-equity:**

“...[T]he **proactive** way of doing equity work involves starting from the knowledge that we live in a society permeated by racism and bigotry, so we should be looking to combat or control for that in every **action** — no matter whether there’s an “incident” or not.”

- [Caroline Hill, founder of 228 Accelerator](#)

2. **Anti-racism:**

“Anti-racism is a process of **actively** identifying and opposing racism. The goal of anti-racism is to **challenge** racism and **actively** change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in **action**. It is about **taking steps** to eliminate racism at the individual, institutional, and structural levels.”

- [Verywell Mind](#)

3. **Universal Access** (working definition):

Barrier-free access for all people to and delivery of Washington state government services, programs, activities, employment, and communications, including but not limited to disability access and accessibility and language access.

- For more info: [Universal Access & Belonging | Office of Equity \(wa.gov\)](#)

4. **Belonging:**

“Is both objective and subjective; it is the expressive or communicative message that a group belongs. Belonging is realized fully when included groups have more than a voice – they are actually able to reshape the institution together with existing stakeholders.”

- [On Belonging | Othering & Belonging Institute \(berkeley.edu\)](#)

Appendix D: Measures, Metrics, & Actions

Public Education

Measure 1: Create and Implement Culturally Relevant Curriculum

Lens: pro-equity; anti-racism; belonging

Metric 1: Access to ethnic studies, AP African American history and since time immemorial

PEAR Service Lines:

- **Plans, Policies & Budgets:** Legislative requirement & earmarked funding
- **Capacity Building:** Professional development for teachers & administrative staff

Metric 2: Cultural relevance is integrated into all curriculum

Pear Service Lines:

- **Plans, Policies & Budgets:** Legislated board for curriculum review criteria
- **Facilities & Systems Improvements:** Integrated/required in-teacher prep & administrative programs

Metric 3: Family and Student Inclusion

PEAR Service Lines:

- **Public Communications & Education:** Curriculum review board required to be representative of community diversity and each school community

Measure 2: Equity in Pre-K-12 Funding

Lens: pro-equity; anti-racism; universal access

PEAR Service Lines:

- **Plans, Policies & Budgets:** Revise the funding for general education to equitably distribute the money based on the students in all schools within the state
- **Data & Strategy Reporting:** Monitor the equitable distribution of funds within the district
- **Engagement & Community Partnerships:** Define the student needs (multilingual learners (MLL); Black, Indigenous, People of Color (BIPOC); Special Education Demographics (SPED) and determine equity in spending for student need groups

Public Services

Measure 1: Equity in Housing

Lens: pro-equity; anti-racism; universal access; belonging

Metric 1: Proportion of Washingtonians with a fixed, regular, and suitable housing

Suitable housing: housing reasonably suited to the person's circumstances—including economic circumstances—and meeting applicable standards of health and safety

PEAR Service Lines:

- **Plans, Policies & Budgets:** Analyze all the different eligibility criteria for the different housing support options and align into a single set or more streamlined set of criteria
- **Plans, Policies & Budgets:** Create an automatic expungement process for individuals being released from incarceration after serving their sentence to address barriers to housing (especially the vouchers). The expungement process that exists is a heavy lift for those that cannot afford a lawyer or the cost to be granted expungement

- **Public Communications & Education:** Share information with the public and make sure people get what they need and convey an understanding that all people deserve housing where they are safe, warm, and cared for

Metric 2: Proportion of Washingtonians who spend no more than 30% of their household income on rent or mortgage costs.

PEAR Service Lines:

- **Engagement & Community Partnerships:** Amplify and scale community-based, community-rooted models. Affordable housing equal to the rate of the community living and working in the community (which may be defined differently than broadly "affordable")
- **Plans, Policies & Budgets:** Statewide zoning standards to encourage building of affordable units, including single and multifamily owner-occupied homes and rental units, particularly in areas with access to transit and services, etc.
- **Data & Strategy Reporting:** Alignment and desegregated data with housing stock and income by region and availability of matched housing. Data about housing rates by race, language in addition to income level.

Public Contracting

Measure 1: Reduce Barriers in Contracting for Small, Women-owned, and Minority-owned Businesses

Lens: pro-equity

Metric 1: All contracts/request for proposals (RFPs) are developed through an equity lens.

PEAR Service Lines:

- **Plans, Policies & Budgets:** Add time in project timeline for an equity review process
- **Workforce Equity:** A person in an equity role reviews & approves contracts/RFP

Metric 2: Align Agency procurement priorities, processes, and contracts

- **Plans, Policies & Budgets:** Review procurement priorities, processes, and contracts and remove/resolve conflicting language, requirements, processes, and priorities

Metric 3: Percentage of utilization of mandatory contracts with small, women-owned, and minority-owned businesses

Measure 2: Increase State Awarded Contracts & Spend for Small, Women-owned, and Minority-owned Businesses

Lens: pro-equity

Metric 1: Number of agencies and higher ed institutions with set contracting goals (percentage of contracts, amount of contracts)

PEAR Service Lines:

- **Plans, Policies & Budgets:** Office of Minority and Women's Business Enterprises to set contracting goals in partnership with community
- **Engagement & Community Partnerships:** Community are partners in setting contracting goals
- **Data & Strategy Reporting:** Review existing data and monitor

Measure 3: Education & Empowerment (External)

Lens: universal access

Metric 1: Percentage of small and minority businesses that are supported in contracting process

PEAR Service Lines:

- **Leadership, Operations & Services:** Hire outreach/assistance positions
- **Plans, Policies & Budgets:** Develop and implement outreach plan – access to resources, technical assistance programs, and host open-houses
- **Data & Strategy Reporting:** Examine previously “disqualified” small, women-owned, and minority-owned businesses
- **Engagement & Community Partnerships:** Identify medium and messaging and connect with community

Measure 4: Education & Empowerment (Internal)

Lens: universal access

Metric 1: 100% of agency staff engaged in contracting/procurement receive PEAR training

PEAR Service Lines:

- **Plans, Policies & Budgets:** Budget for required training, partner with communications to incorporate feedback in adjusting contracting/procurement policies, or when forming new policy
- **Workforce Equity:** Evaluate PEAR training for effectiveness
- **Capacity Building:** High volume of PEAR training

Metric 2: Percentage of agency contracting/procurement policies that are informed by community feedback

- **Public Communications & Education:** Solicit community feedback regarding contracting/procurement policy
- **Data & Strategy Reporting:** Track & monitor training, track & measure community feedback/policy chain
- **Engagement & Community Partnerships:** Incorporate community feedback and check in periodically

Public Employment

Measure 1: Improve Hiring Practices

Metric 1: Percentage of agencies tracking demographic data in hiring process (i.e., diversity in candidate pools)

Lens: pro-equity; anti-racism; belonging

Metric 2: Percentage of agencies tracking applicant flow data

Lens: pro-equity

Metric 3: Percentage of agencies that have assessed their hiring posts with qualifying credential requirements (required education/credentials that create barriers for applicants)

Lens: pro-equity

Measure 2: Create Equity Tool for all Hiring and Appointments

Metric 1: Increased diversity of applicant pools

Lens: pro-equity; anti-racism; universal access; belonging

Metric 2: Reduced drop-out rate of people of color in recruitment

Lens: pro-equity; anti-racism; universal access; belonging

Metric 3: Number of state agencies using tool

Lens: pro-equity; anti-racism; universal access; belonging

Metric 4: Increased hiring of under-represented communities

Lens: pro-equity; anti-racism; universal access; belonging

Measure 3: Increase DEI training that includes cultural awareness for all

Metric 1: Number of employees attending training/building capacity

Lens: pro-equity; anti-racism; universal access; belonging

Metric 2: Number of agencies and amount of resources allocated to support training

Lens: pro-equity; anti-racism; belonging

Metric 3: Number of training opportunities and individualized training plans

Lens: pro-equity

Metric 5: Establish baseline to evaluate quality of training

Lens: pro-equity

PEAR Service Line:

- **Leadership, Operations & Services:** Build and deploy an evaluation system to support DEI growth
- **Plans, Policies & Budgets:** Allocate sufficient resources to support DEI training
- **Data & Strategy Reporting:** Develop and deploy survey that measures quality of training (e.g., survey measures perception and skills)

Measure 4: Identify and Focus on Improvement of Demographics for New Hires and Internal Movement and for Employment Status (Full-time/Part-time & Seasonal/Temporary)

Metric 1: Match state employee demographics to state labor force demographics: race, gender, sexual orientation, and disability status.

Lens: pro-equity; anti-racism; universal access; belonging

Appendix E: Washington as a Belonging State

View the [Summit Morning Plenary Session](#) to learn about "Belonging" from **john a. powell**.

What will Washington look like when you have achieved becoming a state of belonging? What will the essential systems look like? What policies will be in place?

More open conversation on our differences and similarities, less fear about doing this.

That there are places, group, things to join so I feel connected and engaged. That I am stepping forward to ask questions and approach others with my questions and I am welcomed/supported in doing this by others. That all people can easily engage in community spaces that meet personal needs that are basic and enriching, (such as early childhood ed). That this is as easy to do as going to the mailbox, no barriers to this, no need to jump through hoops.

That there is open space to share lived experiences, a space for us to share who we are and see others, share in each other's struggle.

I see neighborhoods with different affordability of homes. People who are personally accountable. People to be authentic. Demand of the system you are in. Some people cannot demand; this is a barrier still to overcome. People don't feel that they can belong. A WA where we all belong is where everybody can trust that when they go into an agency they will be treated and know in their heart that they will be treated right.

Access to shelter and education. Meeting needs (Hierarchy of Needs). Understanding that there are enough resources, the issue is the dissemination of resources; power structure of who makes the decision. Eliminating barriers that thwart access to resources.

Belonging will bring tolerance, patience for others, systems and structures will have co-creation in mind, everyone will already have a seat at the table, start with belonging in neighborhoods because it can also create better opportunities to jobs or education (create systems that allow people access to mortgages so they can get into better neighborhoods), access for everyone to have access to their basic needs first of all, co-creating a statewide basics guidelines, one fund for property taxes to rethink how we distribute that into the education school that is not based solely on neighborhood's property taxes.

Respecting everybody equally, Safe/secure spaces for all, Belonging across the entire state with so many differences across the state; ensuring that it feels the same in all places, continuing the work to ensure that there is a sense of belonging across systems and policies, ensure that there are structures/policies/systems that are not so rigid as to not be able to be flexible for change, ensure that there is more inclusiveness with policy/system changes; making sure there is better representation and not just those at the top, ensure Equity Impact assessments are done before policies/systems are finalized

Thinking about the 'hands across America' campaign, showing connectedness; having no one unhoused; having space for everyone; inequity of first nations people - need for clean water, preventing purchase of native land, having support to battle large corporations; we would need fewer regulations to mandate the systems change; a baseline = everyone who seeks any license or

permission in the state requires a grounding in tribal sovereignty and tribal rights (drivers, fishing, boating, property purchase as examples) to acknowledge land and history and current status of tribes

No hierarchy; true power sharing; giving power to everyone, making sure we all have a voice that is heard and valued; people actually really hear what you have to say with genuine interest and curiosity; people really see you; easier pathway for people/ease of access; rethinking of what leadership is; true co-creation of policies by people who are directly affected by a policy

It looks like a place where no one has to "code switch". Belonging is intrinsic to all decision making. Policies centered around belonging. Having everyone co-creating policies from the ground up.

Everybody situated in a way to succeed and a healthy place to live, that is safe and affordable; allows agency and dignity. Economic security and wealth equity, equitable homeownership. Food security that includes personal food security and food supply chain security. Access to broadband and education for all. Fund schools equitably instead of through property taxes. Care and dignity for our senior citizens. Policies should start with co-designing and co-creating them to tend to populations that need them most. Use plain language and also make decisions taking into account seven generations (three generations before, the current generation, and three generations after).

People can navigate and have the structures to seamlessly navigate services. Hire practices in synch with community and who we are. Using open and honest communication to bring people to the table, broaden out the discussion and who is at the table. Create communications that we can all access to create a sense of belonging so that everyone has access. A place that has shared goals and shared values. How do we redesign government based on a better understanding of community needs and values. Making sure the right people are at the table to meet those goals. How do we get everyone to agree? We can't always get everyone to agree but we need for everyone to be heard.

Access to healthcare and education regardless of identity or socio-economic status. There are process out there now, but they are often not accessible to all. Programs to assist families with finances and to help better their own education and their dependents. Access to those resources. Access is a big issue. Having a world where we matter. Where I matter. Resources are known to all and are easily accessible to all. Free education - ability to take whatever path you choose. Salaries for teachers are weighted higher to reflect the importance of their positions. Should be equated with doctors. Especially in female dominated fields. Secretaries and other supporting roles. Seeing growth with nursing. Need to see growth in other areas. Pay equity. Those of us who do work in government, we should mirror the communities we serve, not just entry-level, but all the way up through leadership. Should be able to serve communities. Where the public can walk in and see someone who looks like them and speaks their language.

Addressing homelessness by focusing on mental and addictive issues rather than pushing to someone else/different cities. Being more proactive in providing services to the community early on. How do you honor a person's wishes/values even if they may not be the best for them? State to provide for basic human needs in a respectful and culturally appropriate way.

When people are in need there are not so many conditions, requirements that prevent meeting that need. The ideal state is that the base level is taken care of: housing, health, exposure, hunger. To have programs that prevent suffering.

A system that unties all the red tape. Eliminate the phrase "But that's the way we've always done it." Make sure the systems include everybody.

There's vibrancy where people are living their best lives. People are engaged and doing things that are in service to themselves. We are not just surviving, but we are thriving. Nirvana - green space, inclusion of everybody.

Solving generational poverty. Try to lift up others and be a guiding voice for others on how to navigate systems to break the curse of generational poverty. To be a mentor to people outside of our circle and our circumstance. Wanting to remember where I came from and not going back.

Move from reactive to proactive.

Happy place - my voice was heard and taking into account - opportunity to actuate, and figure things out - if you believe it you can achieve - i can stand alone or stand by myself and not be alone - feel supported - less isolated feeling -

Everyone should have a home - a place where they can feel safe - affordable healthcare that fits the needs of the individual - no one should have to ask -

Expanding universal access - move away from hard stops

Every person has housing, healthcare, education, food, employment, love, JOY, security. Systems are co-created by the people. Policies are reimaged for their purpose, funding is reimaged and freed up from old systems/policies. No wrong door to access support

Start by recognizing and addressing individual bias so we are able to provide the services individuals and communities need - housing, food, education, etc.

Reduce policing, increase care, universal basic income, we can discuss economic policies (and all policies) without demonizing the other, constitutional convention - can we transform the foundational document of the state, flourish - defining what it means, what it would look like for WA state, people being well, people being healthy, people having access to those things that make/keep them healthy, eliminate correctional industries, WA would look like a garden being cultivated, a stewardship,

Agencies reflect what the community looks like where we work; [policy change- will look at lived experience as equal to years of education; how do I bring more people into what I enjoy and use this as a model for other areas of equity (horses and property); have years of experience count as much as education-policy issue; services for those that have real needs and that looks different to everyone, how do we provide access to food, health; get back to Love, loving each other.

Belonging - people can access and receive the help and services - healthcare, jobs, education, housing - when they need it and to the degree, they need it. Give people the ability to live the life they deserve to live and are capable of living.

The population of the leadership/people who hold power/people who work in state agencies/workgroups in the workplace would be reflective of the population they serve.

Changing hiring and recruitment practices/policies, also expanding the boundaries of what we think of as our area of employment - expanding employment opportunities beyond our physical borders of Washington to create more diversity.

But also, how do we create access to technology, education - how do we work downstream? Create modeling - kids at work events - not necessarily our own advantaged children but bringing in groups of disadvantaged children to bring them in, model successful people of color, find ways to mentor them and show them examples.

Equitable access to healthcare, housing, jobs, education, etc.

No homelessness

Systems in place to support the life cycle in its entirety, from birth to the grave, including support for the family unit

Collective, uniform systemic support for all of Washington (currently eastern WA, western WA, south WA etc are all very different)

-K-14 education as the end product of belonging

-Reality - so many structure intentionally put into place / until we recognize and acknowledge and tear those down

-Local gov's have put those in place

-GI Bill / but no access to loans, redlining neighborhoods and some not accessing GI bill

-anybody that interacts w families see both mothers and fathers as viable options instead of just mothers

-people impacted by policies are able to contribute to the development of those policies

Washington State will be a place with more voices. Comprehensive services would be in place to assist all people to live in dignity and to accomplish what they aspire. Policies may include universal health care, universal basic income, reparations for past wrongs, targeted mental health services, and support for programs that support people and households to thrive. Infrastructure that supports all users.

Schools as a resource that parents know about and can access for state services and act as a one-stop-shop for all sorts of useful information (healthcare, public benefits). Foundational resources are easily available to everyone at key points in their life (Scandinavian model of support) this is intended to increase access to power. Schools could serve as a hub for this. Government agencies co-create belonging culture for their employees that enables regular check in and evolution of the culture. The process builds habits that support this sort of intention around culture and the skills necessary for co-creation.

Poverty eliminated, everyone has basic needs met and the opportunity to achieve their goals. Individual needs will be met rather than picking options from a menu. (Housing/treatment/food assistance, etc.) Suicide and addiction rates will drop. Agency and power - instead of rules and regulations- send out employees to do their best to help. Eliminate government funding silos. State agencies would focus on building relationships with communities across programs and funding.

There are various things that should be changed related to belonging. For example, Canada and its inmates still have the right to vote. Believes Washington inmates should be able to vote which would allow them to come out of the system they can still be engaged. When you think of how many people who do not have a voice in the prison system...there are many people. Has a good friend who is in prison and unless you know someone, you don't know how disenfranchised they are. Proximity often dictates our understanding. When you come to know people, you come to know and understand their experiences. Same as for BIPOC. If you don't know someone you may not understand their experiences. The 13th Amendment was supposed to undo slavery and said, "Unless you are

convicted of a crime." If you are now free, traveling from one place to another and you don't have a job, you are criminalized, and your rights are taken away. This shows the insidiousness of policies and how they have been put into place. What will change people? Policies don't change people. One of the things that Dr. King said is we haven't changed the hearts and minds of people. When Trump came into office, people were surprised. Another word John Powell said is "racialization" because we live in a racialized society. How can we change this because it such a difficult thing to change!

Every place will smell nice. All basic needs are a right not a privilege. Caring for every human being. Policies that address the basic needs based on situatedness. Designed by the people for the people.

Belonging centralized website integrated it web solutions. Somewhere someone could go to learn what Washington has to offer with Language accesses to assist them. Agencies work together. Involve the community in programs being built by the state or federal grant programs.

Basic securities will be met. Find a different line of work. Poverty will be reduced once belonging is realized. The government agency involved cocreation before policies are met. Everyone is involved in the process. More information than just two choices for example Democratic vs Republican. All of the state social services are being used less that would mean belonging is happening. What media shows will reflect belonging inclusion. Nothing about me with me.

Living without fear. Changing our culture, walking into a room and not feeling like you're different than everyone else in the same way a white man often can, rebuilding society in a way that decenters a society created to benefit rich land-owning white men

Colorful, vivacious, loud spaces where there are all kinds of people of different ages from different spaces. We see places where services are provided where people are. Where food is a human right and people are seen and paid for what they bring.

We care about 'our children', yours, as much as mine, for the entirety of our lifetimes, through the entire lifecycle and for generations. Getting to a space where everyone is able to adequately live regardless of their job/situation, to afford housing, food, healthcare and basic needs, experiencing safety. Having a home, being free of harassment, having food security, as well as psychological safety and health. Ensuring people having basic human needs met so that they have opportunity and ability to thrive. Systems will not be informed by corporations, but people and result in a more equitable distribution of wealth.

Washington in a state of belonging looks like: everyone is listened to and invited to co-create, our systems would work with each other, people-centered, everyone would be housed and taken care of, state income tax, living wages, full fridges, full tables, resources would serve people (instead of people serving resources), housing first policies, a ton of joy and art, feasts and people loving each other's, joy, lots of different languages spoken, access to all systems for all, campaign finance reform, restorative justice (healing and not throwing people out), the people of the community make decisions, direct democracy, people here connected to the water and the land and wildlife, symbols and acknowledgement of hurt and right-doing, people no longer feeling isolated (especially youth), more, more, more.

Improve language access for customers; focus on an enterprise retention program-example project position can those resources be used at another agency within the enterprise;

Appendix F: Virtual Engagement and Participation Data



Office Of Equity

TOTAL INTERACTIONS

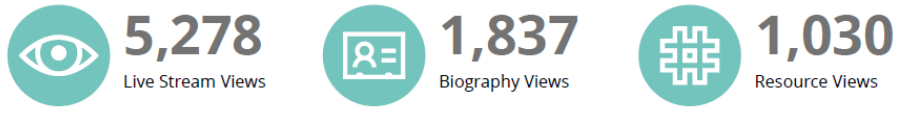
76,221

Taps, Views and Votes Cast in Chime Live Event App

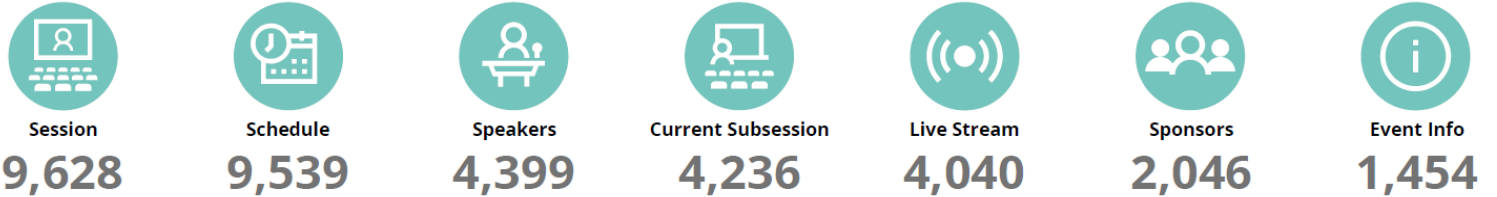
KEY ENGAGEMENT METRICS



AUDIENCE INTERACTIONS



TOP CONTENT INTERACTIONS



AGENDA VIEWS

- | | | |
|--|--|---|
| 3472 Laying the Foundation | 623 Report Outs to Governor Jay Inslee | 365 Finalizing the Datasets & Indicators for Determinants of Equity |
| 1683 Laying the Foundation | 468 Facilitated Group Work: Finalizing the Measures and the Metrics for the Measures Public Employment | 356 How To Make Belonging Real |
| 1071 Making Connections | | 310 Welcome |
| 762 Making Connections | 371 Facilitated Group Work: Finalizing the Measures and the Metrics for the Measures Public Education | 271 Finalizing the Datasets & Indicators for Determinants of Equity: Law & Justice: |
| 715 Finalizing the Datasets & Indicators for Determinants of Equity: Community & Public Safety | | |

LIVE STREAM UNIQUE VIEWS

