



# EQUITY OFFICE TASK FORCE

JANUARY 2020



# CREATION

WA State  
Operating  
Budget  
(2019-21)

[ESHB 1109,](#)  
[sec. 221\(7\)](#)

“...establish a task force to develop a proposal for the creation of an office of equity.”



Establish  
the Task  
Force

Provide  
staff  
support

Coordinate  
community &  
stakeholder  
outreach

# TASK FORCE MEMBERS

## **Governor's Interagency Council on Health Disparities**

Benjamin Danielson (Co-chair)

Jan Olmstead (Co-chair)

## **Office of the Governor**

RaShelle Davis

## **LGBTQ Community**

Allison Spector

## **Disability Community**

Elizabeth Gordon | Mandeep Kaundal (alternate)

## **WA State Diversity, Equity, and Inclusion (DEI) Council**

Karen A. Johnson

## **Office of Minority and Women's Business Enterprises (OMWBE)**

Lisa van der Lugt | Rex Brown (alternate)

## **Legislators**

Senator Manka Dhingra

Representative Jeremie Dufault

Representative Melanie Morgan

## **Governor's Office of Indian Affairs (GOIA)**

Craig Bill | Mystique Hurtado (alternate)

## **Human Rights Commission**

Sharon Ortiz | Laura Lindstrand (alternate)

## **WA State Women's Commission (WSWC)**

Michelle Gonzalez | Marie Vela (alternate)

## **Commission on African American Affairs (CAAA)**

Ed Prince

## **Commission on Asian Pacific American Affairs (CAPAA)**

Toshiko Hasegawa | Carrie Huie Pascua (alternate)

## **Commission on Hispanic Affairs (CHA)**

Maria Siguenza

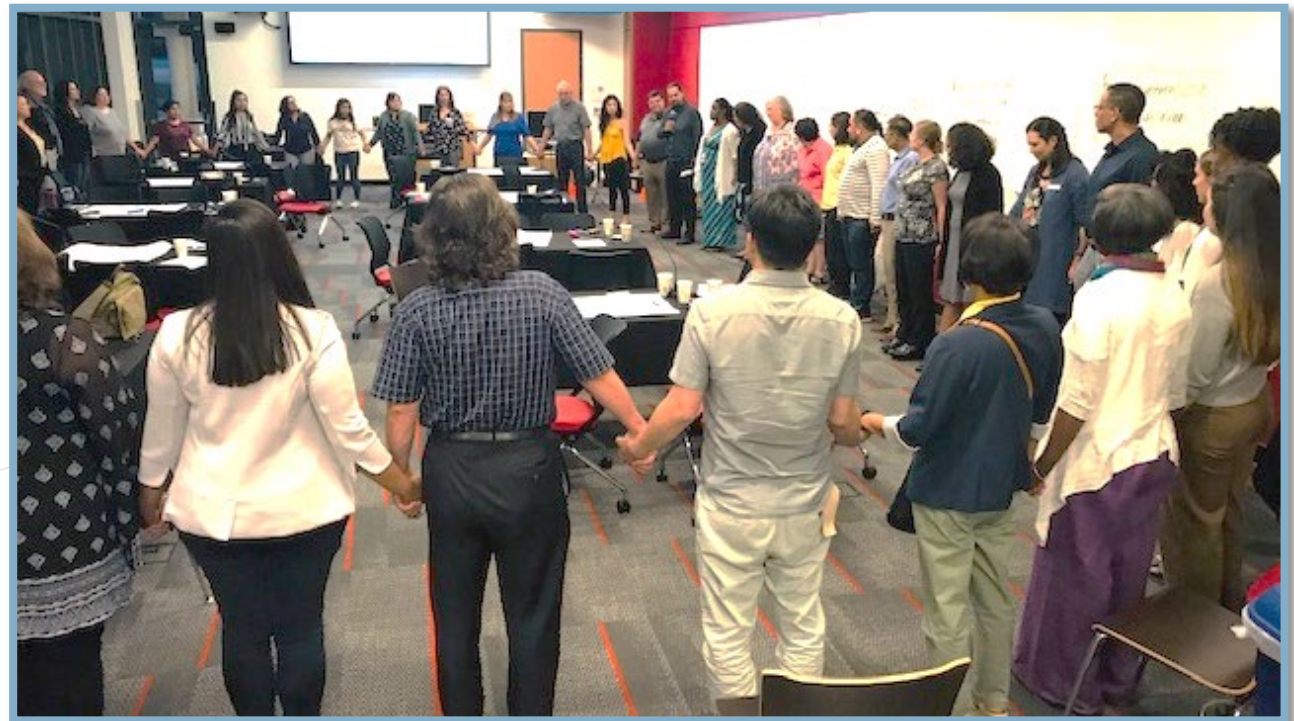


# Public Meetings & Community Forums



Office of Equity Task Force

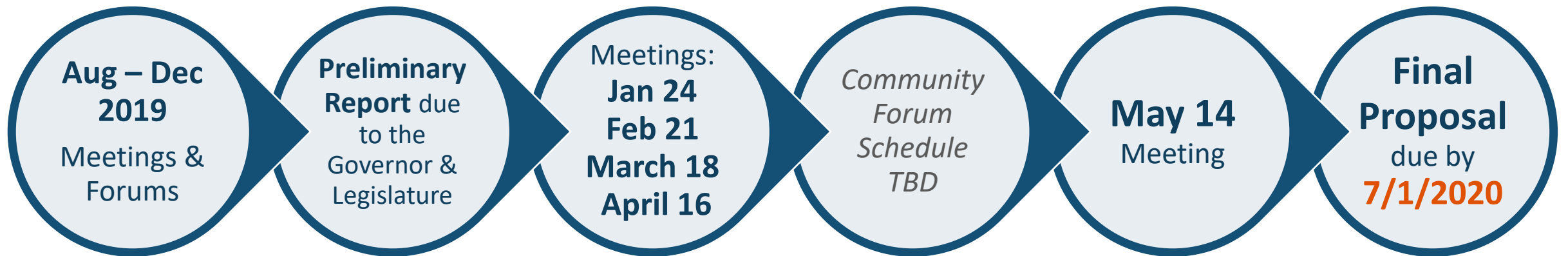
TESC, Tacoma, WA



WSU, Everett, WA



## Project Timeline



*Finalize recs & approve content*

# RECOMMENDATIONS

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mission &  
vision

definition  
of  
'equity'

Account-  
-ability

agency  
engage-  
ment plan

org.  
structure

budget –  
costs &  
staffing





## Recommendations (continued)

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### Mechanisms for:

- facilitating state policy and systems change to promote equity
- promoting community outreach and engagement
- establishing standards for the collection, analysis, and reporting of disaggregated data regarding race and ethnicity



# Preliminary Report to the Governor and Legislature



## **RECOMMENDATIONS:**

GENERAL STRUCTURE, MAIN ROLES, OPERATING BUDGET

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# GUIDING STATEMENTS

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**EQUITY:** Developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to those who have been historically and are currently marginalized, including tribes.

Equity requires the elimination of systemic barriers that have been deeply entrenched in systems of inequality and oppression.

Equity achieves procedural and outcome fairness, promoting dignity, honor, and respect for all people.

## EQUITY STATEMENT

Equity requires a commitment to bold action. It begins with the acknowledgement of historical systems of institutional racism and oppression that have led to the uneven distribution of benefits and burdens in our communities. Racism is ingrained in our history and deeply embedded in our institutions, affecting all sectors. An equitable decision-making process prioritizes community-led solutions, driven by those most affected. Generational healing takes time and requires us to embrace discomfort and practice humility. Equity ensures everyone has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

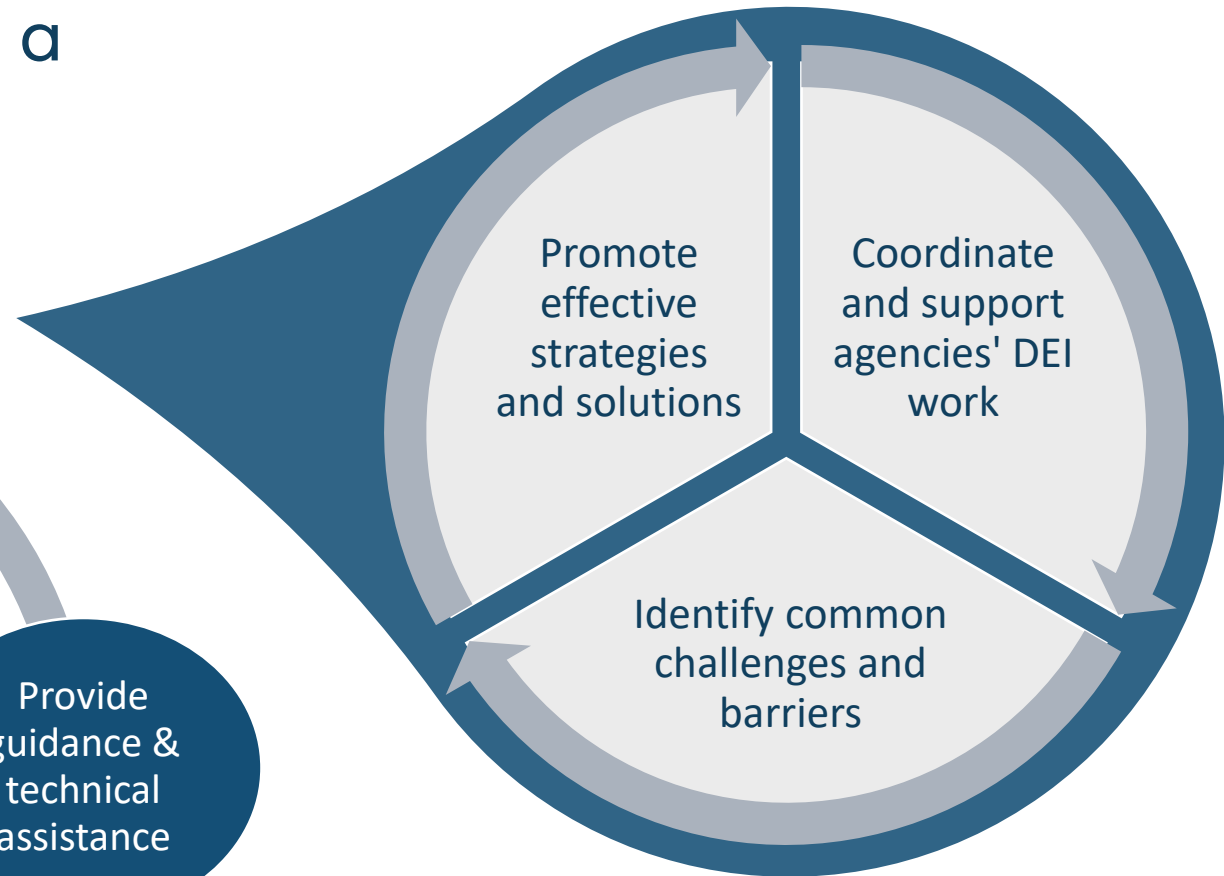
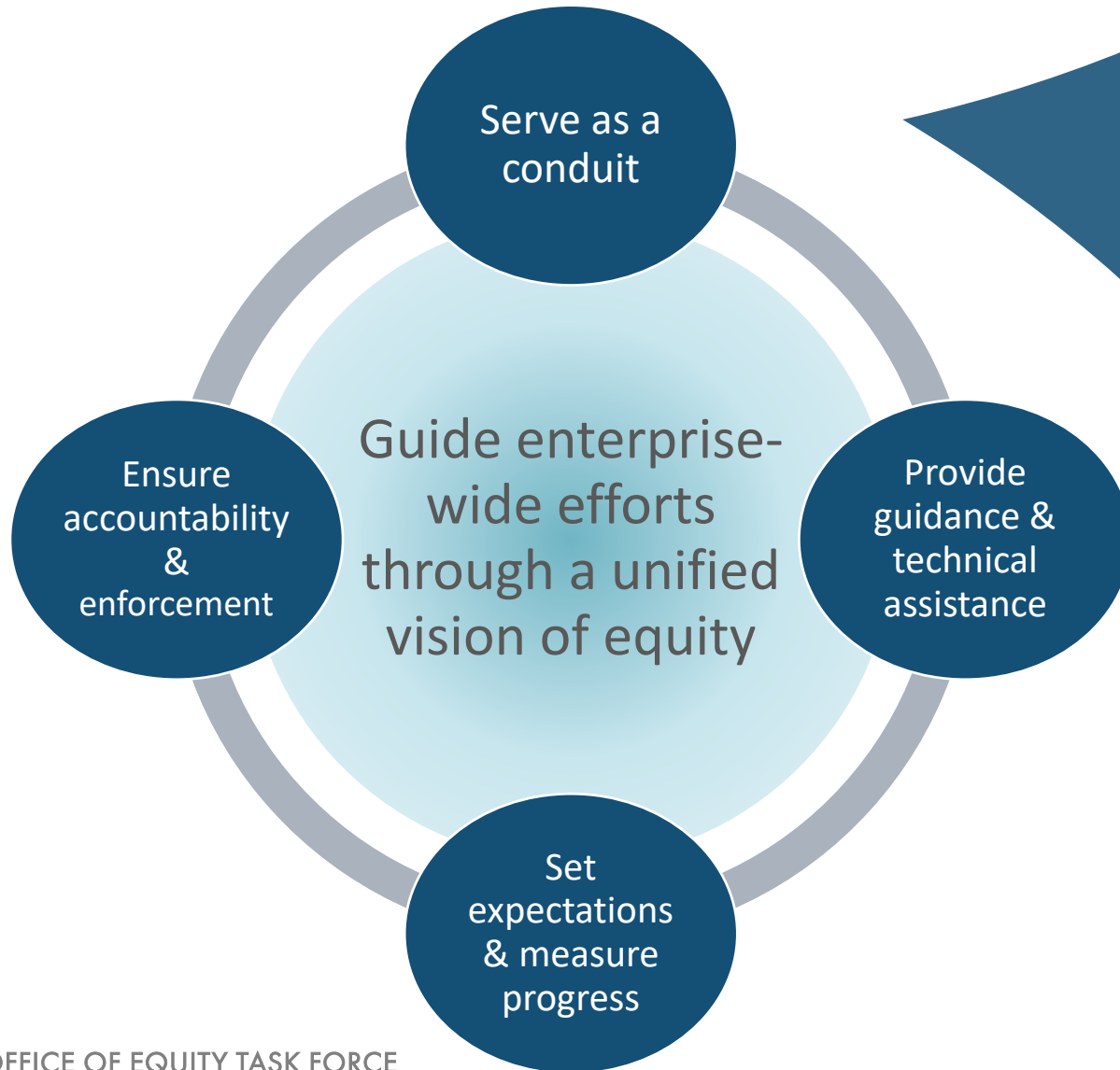
## VISION

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

## MISSION

The Office of Equity will promote access to equitable opportunities and resources that reduce disparities and improve outcomes statewide across government.

# The Office of Equity as a Coordinating Entity



## Requirements for Agencies:

- Designate a DEI Liaison
- Apply an equity lens
- Develop a DEI plan
- Help establish performance measures
- Provide data and information
- Work with the Office on improvement processes

# Accountability in Multiple Forms



## Community Advisory Board

sets the Office of Equity's priorities and timelines

### Guidance and Technical Assistance

Provide agencies with the tools and assistance they need to implement more equitable practices

### Setting Standards and Measuring Process

- Create standards for tools, practices, and resources
- Assist with agency DEI plans, and promote self-accountability and transparency
- Work with agencies to develop agency-specific performance measures
- Maintain a public dashboard that shows performance and progress

### Enforcement

- Recognize accomplishments
- Help identify areas for improvement
- Enact consequences for non-compliance or non-improvement

Better opportunities and outcomes for communities

# Staffing & Operating Costs

## 26 FTE Positions

- Provide administration and oversight
- Engage agencies, communities, tribes
- Staff the Community Advisory Board
- Provide guidance and technical assistance
- Share best practices, frameworks, tools
- Facilitate interagency coordination and collaboration
- Assist with change management
- Create agency-specific performance measures
- Publish measures and outcomes
- Support improvement processes
- Help resolve barriers, perform investigations, and coordinate audits

**\$4.1m**

Annual Operating Budget



# FOLLOW OUR WORK

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- Review the preliminary report
- Follow legislation (HB 1783)
- Attend a public meeting or community forum ([www.healthequity.wa.gov](http://www.healthequity.wa.gov))
- Submit written testimony: [healthequity@sboh.wa.gov](mailto:healthequity@sboh.wa.gov)
- Join our distribution list: send a message to [healthequity@sboh.wa.gov](mailto:healthequity@sboh.wa.gov)





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[Twitter/WAHealthEquity](https://twitter.com/WAHealthEquity)



# THANK YOU

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TTY users can dial 711