



Date: March 13, 2024

To: Washington State Board of Health Members

From: Paj Nandi, Board Member

Subject: Pro-Equity Anti-Racism Plan and Playbook

Background and Summary:

The COVID-19 pandemic highlighted disparities that impact Washington State communities in different ways, often leading to inequitable outcomes. The Washington State Pro-Equity Anti-Racism Plan and Playbook, also known as the PEAR Plan and Playbook, is a way to keep Washington a great place to live, learn, work, play, and stay. Some Washingtonians have questioned the legitimacy of State Government due to decisions made without them. Others question the government's effectiveness because it is not delivering services that meet their needs. Some do not trust state government because of its history of oppression and marginalization.

The Governor's Executive Order 22-04 implements the Washington State Pro-Equity Anti-Racism Plan and Playbook. It requires that all state agencies, including boards and commissions, implement a PEAR Plan to bridge opportunity gaps. The PEAR Plan and Playbook is an approach that drives systemic change, aims to dismantle oppressive systems, and promotes equity across all of society. The PEAR Plan states that agencies will bridge opportunity gaps by reducing disparities, including racial and ethnic disparities, statewide and across state government.

The Washington State Office of Equity was tasked with the creation of the PEAR Plan and Playbook. The Office of Equity is also tasked with gathering data from each state agency on the effectiveness of the PEAR Plan. They will also provide technical support in the creation of a plan. Every September, state agencies must provide data to the Office of Equity, as well as submit updated plans. This year, the Board will be completing their initial PEAR strategic plan.

The Board will need to create a PEAR strategic plan within our sphere of influence, capacity, and authority. The information provided will provide the Board with general background information on the PEAR Plan, requirements of the PEAR Plan, and guidance on how to complete a PEAR strategic plan. The Board will also learn about the work that has been on-going to support pro-equity efforts. This is an opportunity for the Board to begin discussion on PEAR strategies that can reduce disparities and

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bridge gaps with communities. This is an informational briefing and requires no formal action by the Board.

Staff

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