

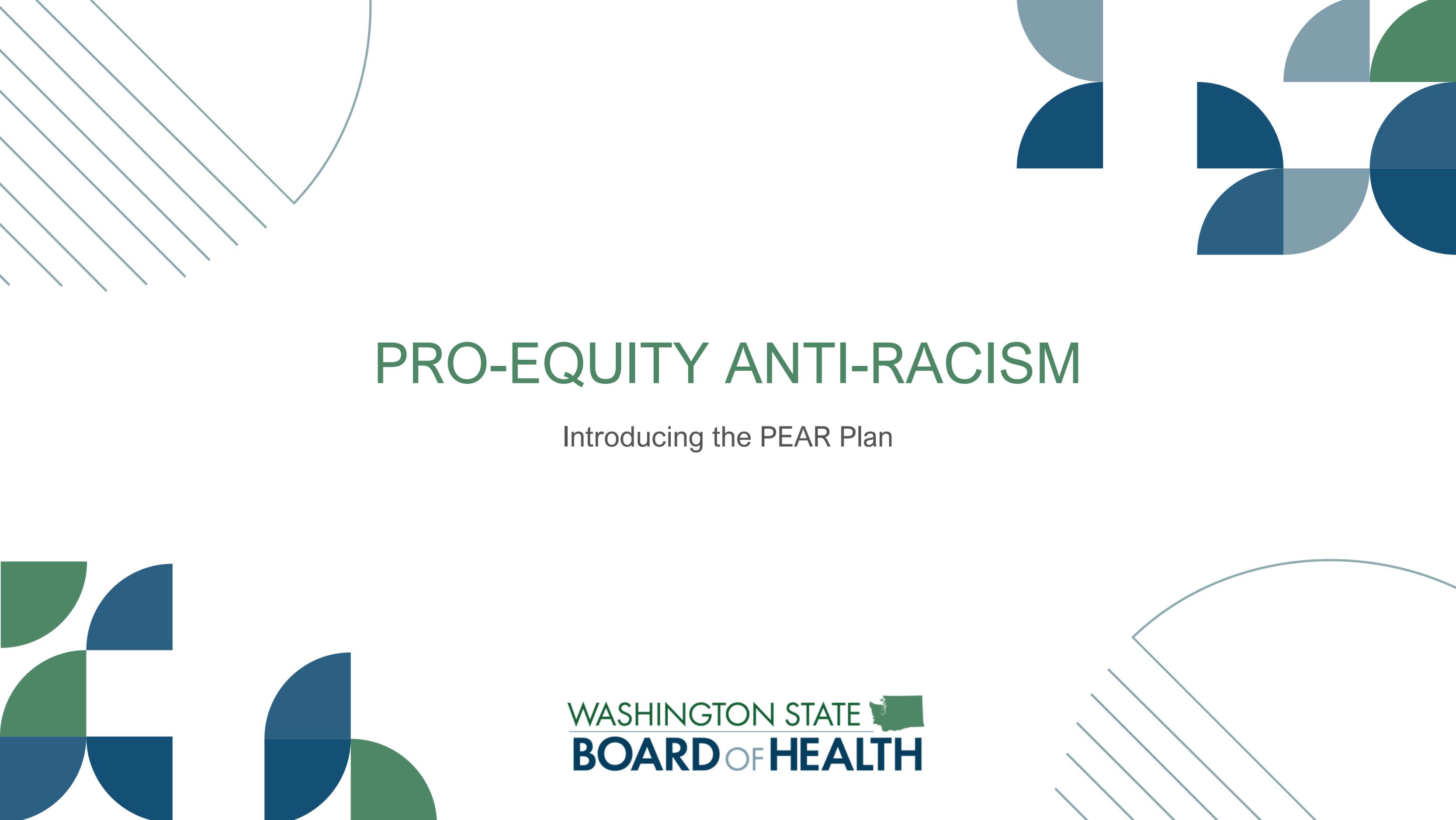
# PRO-EQUITY ANTI-RACISM PLANNING

Ashley Bell, MPA  
Equity and Engagement Manager  
Washington State Board of Health

WASHINGTON STATE   
**BOARD OF HEALTH**

# Agenda

- Pro-Equity and Anti- Racism [PEAR]
- PEAR Plan Requirements
- Current SBOH Work
- PEAR Plan Timelines



# PRO-EQUITY ANTI-RACISM

Introducing the PEAR Plan

WASHINGTON STATE   
**BOARD OF HEALTH**

# Executive Orders



- **Executive Order 22-02**
    - Achieving Equity in Washington State Government
  - **Executive Order 22-04**
    - Implementing the Washington State Pro-Equity Anti-Racism (PEAR) Plan & Playbook
    - Office of Equity and state agencies are charged with implementation
- 

# What is PEAR?

- Pro-Equity Anti-Racism, or PEAR
- Drives systemic change, aiming to dismantle oppressive systems and promote equity in all facets of society
- Recognizes that systems of oppression are the upstream sources of all our inequities, and therefore, addressing these systems is crucial to creating a more equitable world

# Why does PEAR exist?

- Some Washingtonians question the legitimacy of state government because decisions are consistently made without them
- Some question state 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

# What does PEAR do?

- Bridges opportunity gaps and reducing disparities statewide and across state government, to keep Washington a great place to live, learn, work, play, and stay
- Invest where the needs are the greatest to address upstream, root cause, issues that perpetuate systemic inequities
- Creates meaningful impact to the determinants of equity.
  - Social, economic, geographic, political, and physical conditions that determine equity conditions

# 15 Determinants of Equity



**Equity in State & Local Practices**



**Early Childhood Development**



**Quality Education**



**Parks, Recreation & Natural Resources**



**Healthy Built & Natural Environments**



**Transportation & Mobility**



**Equity in Jobs & Job Training**



**Health & Human Services**



**Food Systems**



**Economic Justice**



**Strong, Vibrant Neighborhoods**



**Housing & Home Ownership**



**Community & Public Safety**



**Equity in Justice Systems & Laws**



**Digital Equity<sup>3</sup>**

# How does PEAR work?

- Act on the 15 Determinants of Equity by focusing, creating a PEAR Strategic Action Plan
- Invest in intentional and meaningful change in our PEAR Service lines
- Embed equity into decision making, which include service delivery, program development, policy development, and budgeting



# PEAR Service Lines

- **Leadership, Operations & Services**
- **Plans, Policies & Budgets**
- **Workforce Equity**
- **Tribal Government Relationships**
- **Public Communications & Education**
- Facilities & Systems Improvements
- **Policy Agenda**
- **Building a Racially Just Washington**
- Capacity Building
- Data & Strategy Reporting
- **Engagement & Community Partnerships**





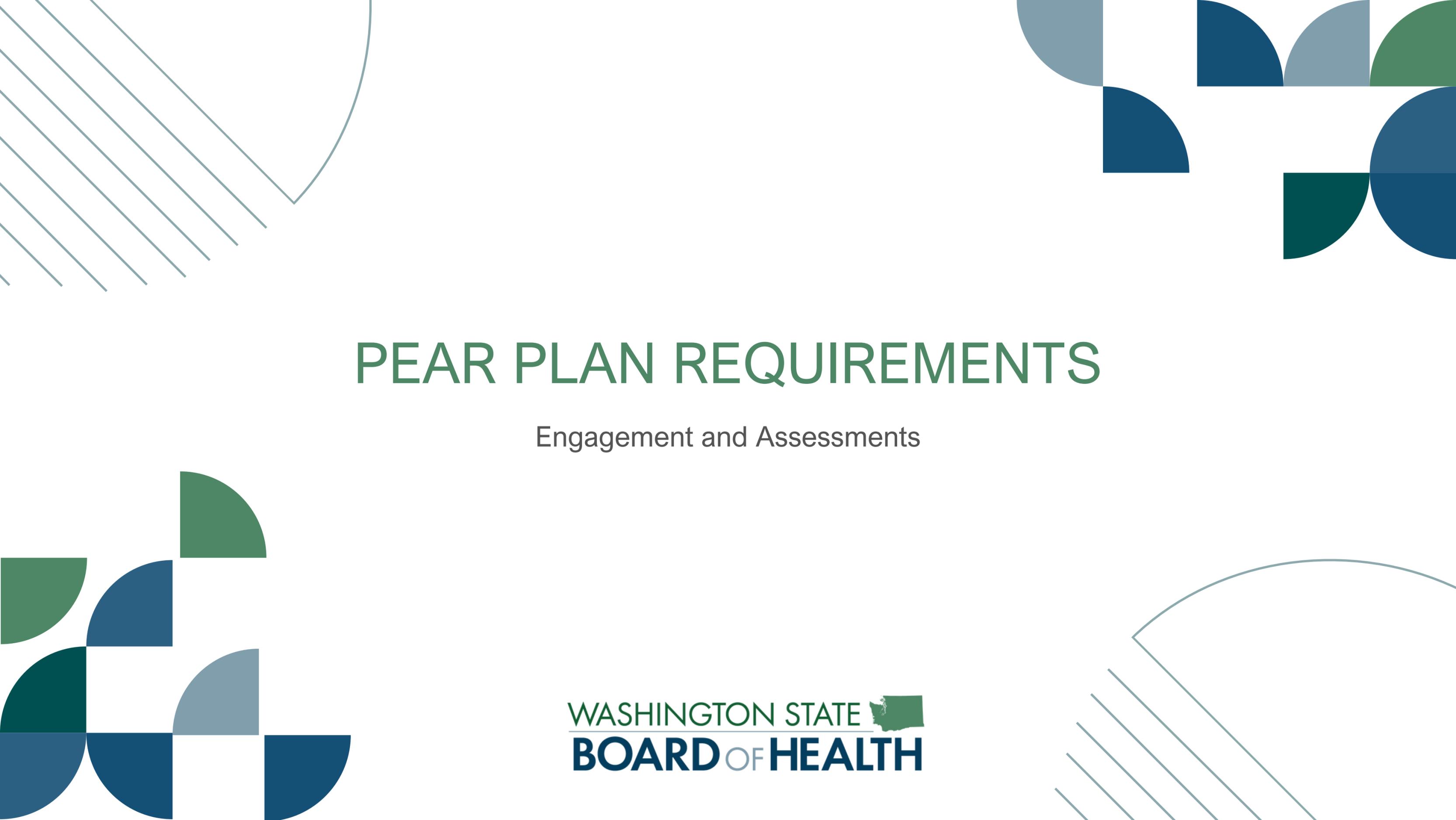
# PEAR Ecosystem Goals and Outcomes

- Reduce disparities in public contracting, public education, public employment, and public services
- Improve outcomes that benefit all tribes, communities, and employees of Washington's PEAR ecosystem
- Enable all people in Washington to flourish and achieve their full potential, embody pro-equity anti-racism values, and enjoy peace, prosperity, and possibility now and for generations to come



# Implement PEAR Framework

1. Implement a pro-equity, anti-racism framework in partnership with relevant communities and organizations
2. Embrace continuous learning, growing, and pivoting
3. Consistently assess your equity impact
4. Make values driven, data informed upstream investments
5. Be transparent, accountable, and operate with urgency



# PEAR PLAN REQUIREMENTS

Engagement and Assessments

# Develop a PEAR Team

- Executive Order 22-04 directs state agencies to create a PEAR team that consist of:
  - Board Sponsor, Executive Leaders, Diversity Professional, Staff, Community members, Partners, Experts for Business Lines
- The PEAR team is responsible for assisting the Board of Health achieve PEAR outcomes and the goals
- Without a strong team in place, there is a greater likelihood of gaps in the work

# Conduct an Equity Impact Assessment

- Must be completed prior to creating a PEAR Strategic Action Plan
- The five-step equity impact assessment (EIA) process that uses
  - Numerical (quantitative) data
  - Community voices (qualitative) data





# Develop and Implement PEAR Strategic Action Plan

- This plan is unique to the State Board of Health and is informed by our equity impact assessment
- The investments are guided by the determinants of equity and are designed to serve the impacted communities
- Currently, we have begun work in these areas:
  - Community Newsletter, Community Compensation, Equity Assessments, Language Justice, Meeting Accessibility and Accommodations, Scoping Document

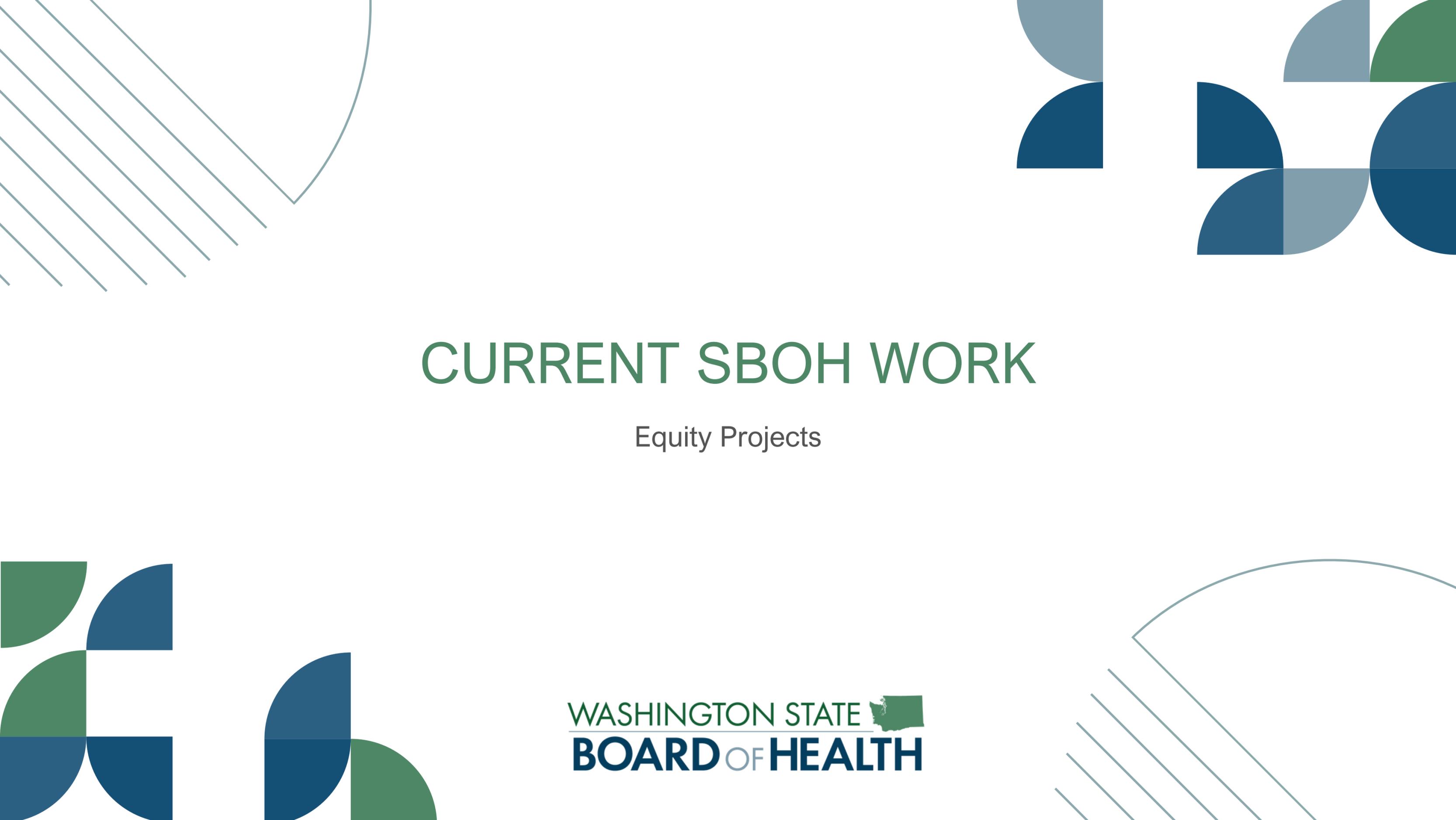




# Track and Report Performance

- Prepare and submit a PEAR Annual Performance Report to the Office of Equity each year to demonstrate performance
- Use outcome-based methodology to determine the effectiveness of agency programs and services on reducing disparities
- Receive and take into consideration community feedback on whether the performance measures established accurately measure the effectiveness of agency programs and services in the communities served
- Assess and refine our plan as needed based on our performance and community need





# CURRENT SBOH WORK

Equity Projects

# Community Compensation

- Removes barriers to co-creating policies with Community
- Promotes equitable policy development by establishing, sustaining, and growing relational partnerships
- Moves us from a transactional culture to a relational one
- Begins to create trust in the community



# Community Engagement

- Focuses on finding and building relationships with Community
- Quarterly Community Newsletter
- Gift cards for participation that is not covered by community compensation
- Engagement scoping for rules work so that outreach is intentional and meaningful



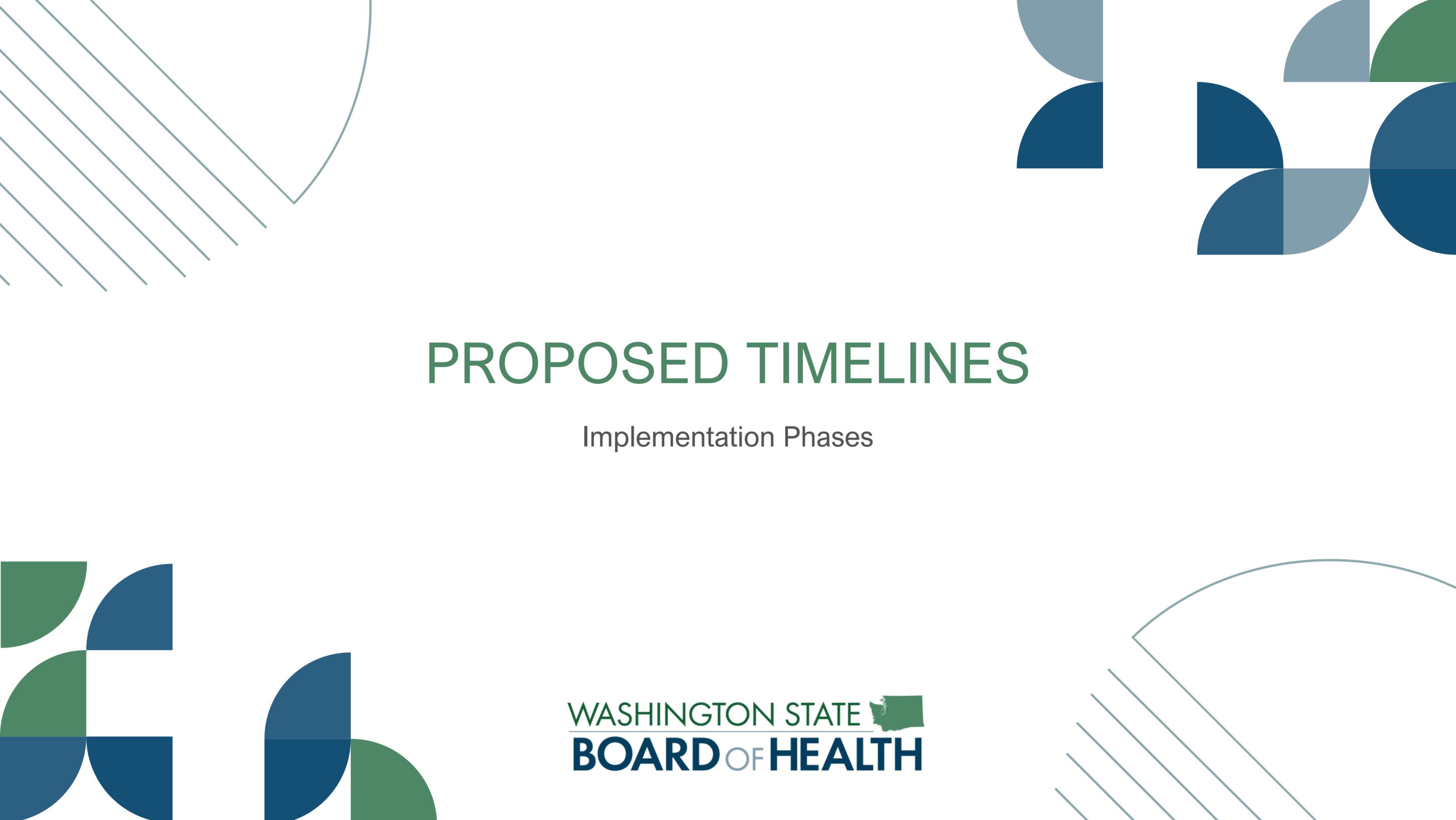
# Language Justice

- Interpreter services that use best practices
- Translation services
- Culturally and Linguistically Appropriate Standards
- Workgroup to explore strategies that promote language justice



# Access for All

- Digital equity
- Meeting accessibility
- Reasonable accommodations review for participating in public meetings
- Plain Talk language



# PROPOSED TIMELINES

Implementation Phases

# Integration Phases

## Phase 1: Compliance

- Establish PEAR Teams
- Conduct Assessment
- Develop PEAR Strategic Action Plan
- Annual Performance Report

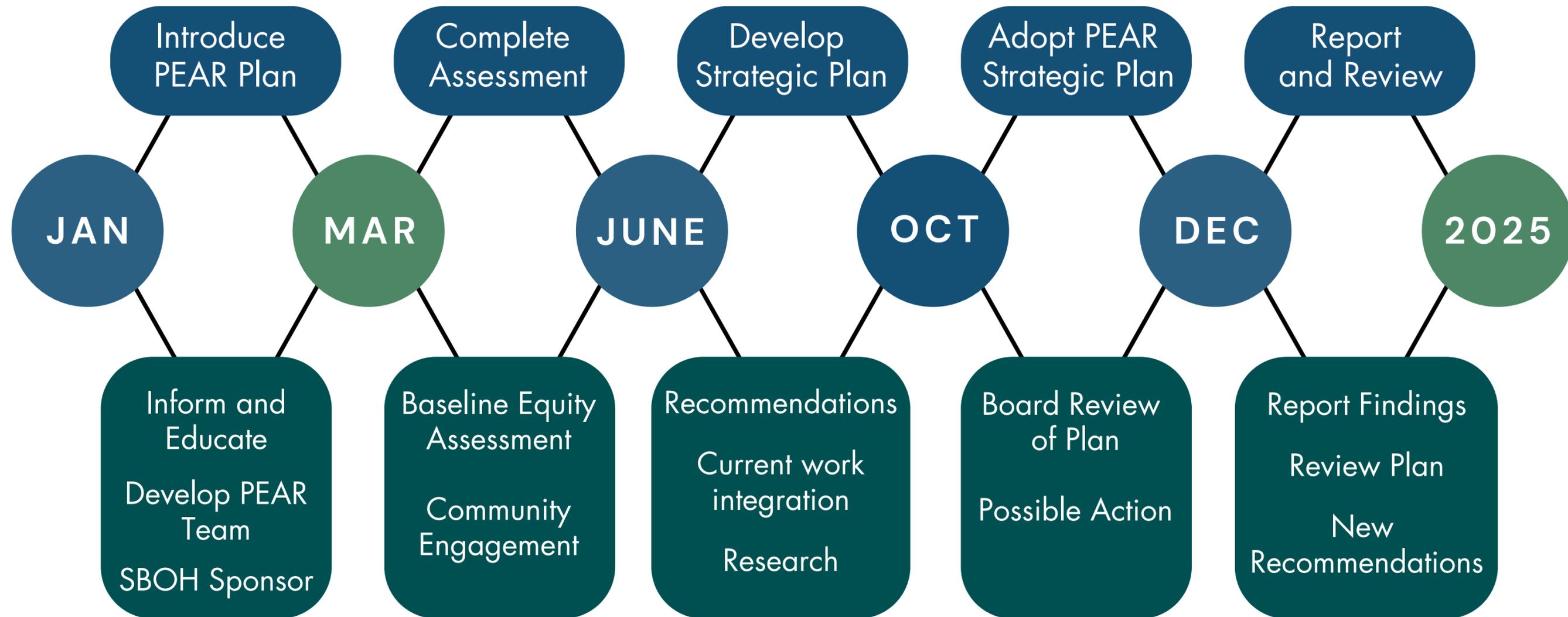
## Phase 2: Transformation

- Embrace community partnership and center community voice

## Phase 3: Accountability

- Respond to statewide and Board specific process and performance measures
- Foster continued growth and movement towards equity and justice for all

# Proposed timeline





# QUESTIONS OR COMMENTS?

Ashley Bell, Equity and Engagement Manager

WASHINGTON STATE   
**BOARD OF HEALTH**

# ACCESSIBILITY AND THE AMERICANS WITH DISABILITIES ACT (ADA)

- The Washington State Board of Health (Board) is committed to providing information and services that are accessible to people with disabilities. We provide reasonable accommodations, and strive to make all our meetings, programs, and activities accessible to all persons, regardless of ability, in accordance with all relevant state and federal laws.
- Our agency, website, and online services follow the Americans with Disabilities (ADA) standards, Section 508 of the Rehabilitation Act of 1973, Washington State Policy 188, and Web Content Accessibility Guidelines (WCAG) 2.0, level AA. We regularly monitor for compliance and invite our users to submit a request if they need additional assistance or would like to notify us of issues to improve accessibility.
- We are committed to providing access to all individuals visiting our agency website, including persons with disabilities. If you cannot access content on our website because of a disability, have questions about content accessibility or would like to report problems accessing information on this website, please call (360) 236-4110 or email [wsboh@sboh.wa.gov](mailto:wsboh@sboh.wa.gov) and describe the following details in your message:
  - The nature of the accessibility needs
  - The URL (web address) of the content you would like to access
  - Your contact information

We will make every effort to provide you the information requested and correct any compliance issues on our website.





# EQUITY INITIATIVES

Around the State

WASHINGTON STATE   
**BOARD OF HEALTH**

# Office of Equity

- Promote access to equitable opportunities and resources that reduce disparities and improve outcomes
- Support state agencies in our commitment to be an anti-racist government system
- Serve as a tool to root out racism and other forms of discrimination in state government
- Publish and report the effectiveness of agency programs on reducing disparities by using input from communities served by these programs

# Equity in Public Contracting

- Executive Order 22-01
- Business diversity
  - Root cause analysis to determine participation of minority, women, and veteran-owned businesses in state contracting
- 2019 Washington State Disparity Study
  - Recommended several race-neutral remedial actions agencies could take to accomplish greater equity in state contracting activities
- Equity in Public Spending

# Public Employment

- State Human Resources (SHR) Directive 20-02
  - Update or create diversity, equity, and inclusion plans and procedures
  - Train recruitment staff on mitigating bias in job application process
  - Set workforce diversity goals, conduct regular reviews of agency diversity data, and develop pathways and connections with higher education
  - Review the diversity of candidate pools for past job opportunities
- State Human Resources (SHR) Directive 20-03
  - Create policies for diversity, equity, and inclusion
  - Respectful work environment
  - Anti-discrimination, harassment, and sexual harassment
  - Reasonable Accommodations

# Foundational DEI Training

- State Human Resources (SHR) Directive 23-01
- Must meet standards for employee diversity, equity, and inclusion (DEI) training and development
- Every state employee is required to take training grounded in statewide foundational competencies that promote diversity, equity, and inclusion to support workplace culture change and service delivery improvements
  - Who We Are: A Chronicle of Racism in America

# Other State Directives

- Executive orders and directives related to workforce diversity, equity, and inclusion
  - Veterans
  - Persons with Disabilities in State Government
  - LGBTQ Inclusion and Safe Places
  - Tolerance, diversity and inclusiveness for Immigrants
  - Washington State Business Resource Groups

# Department of Health Initiatives

- Workforce Pathways Program
  - Mentorship and Externship
  - Professional Development and EDI Training
  - Community Investments and Funding
- Equitable Rulemaking
- Community Collaborative
- Access
  - Cultural Appropriateness
  - Interpretation and Translations
- Office of Inclusion, Belonging and Well-being