



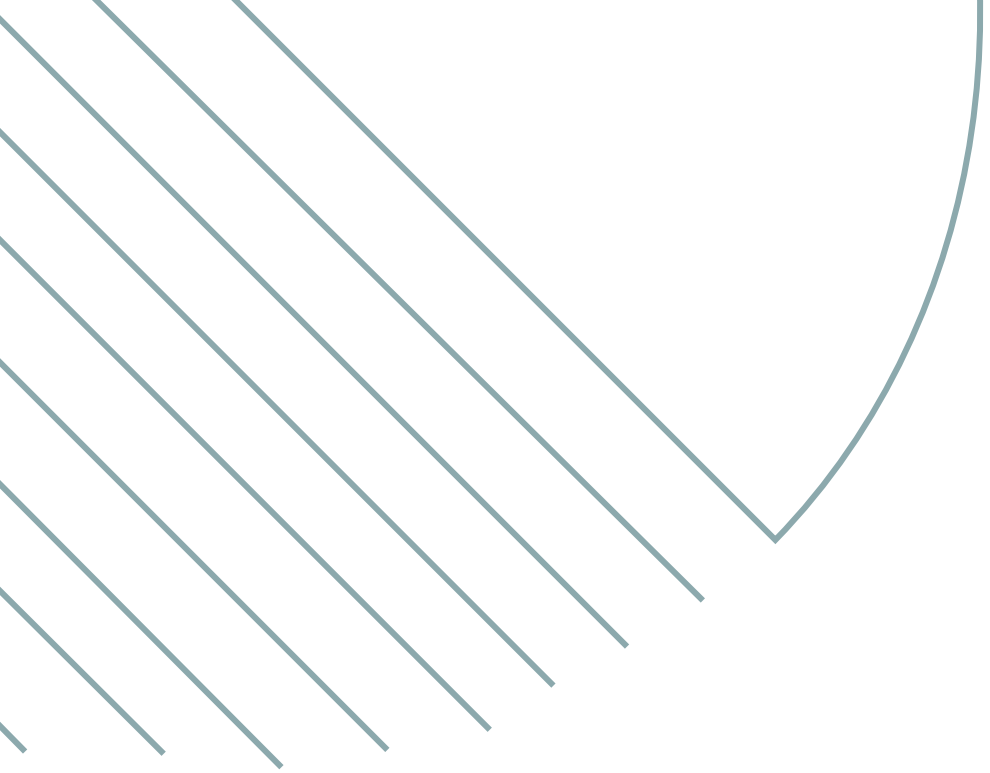
# PRO-EQUITY ANTI-RACISM PLANNING

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Washington State Board of Health  
August 7, 2024

WASHINGTON STATE   
**BOARD OF HEALTH**

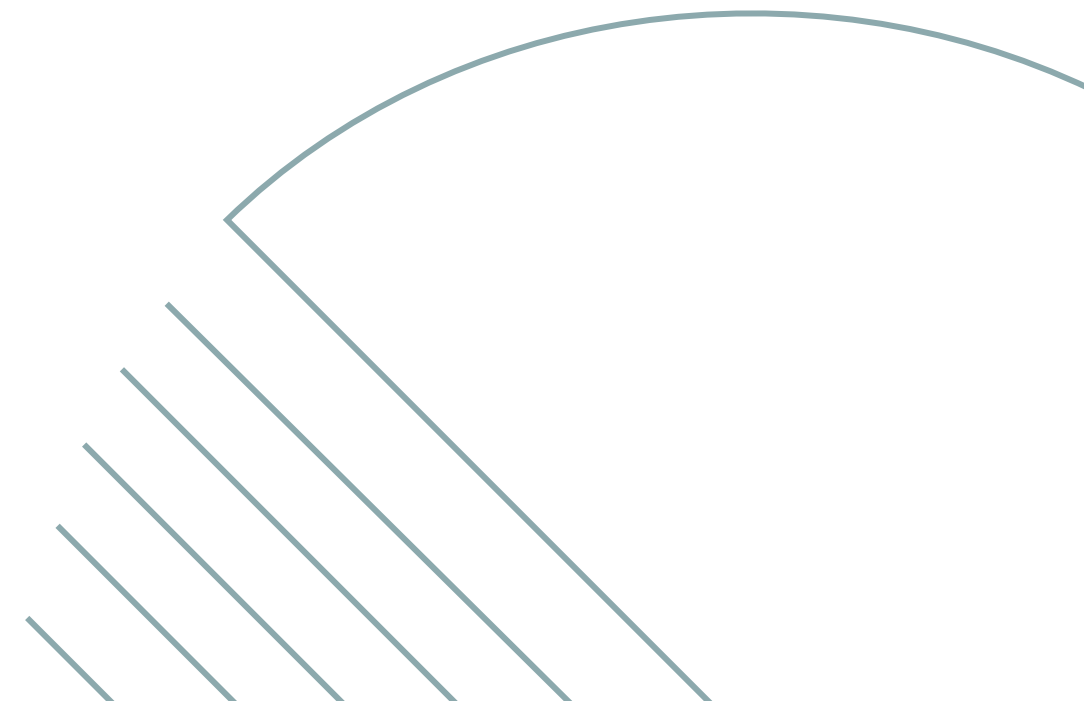
# Agenda

- Brief Overview
- Progress Update
- Draft Discussion



# PEAR Progress

Thoughts, Feedback, and Questions





# Pro-Equity Anti-Racism (PEAR)

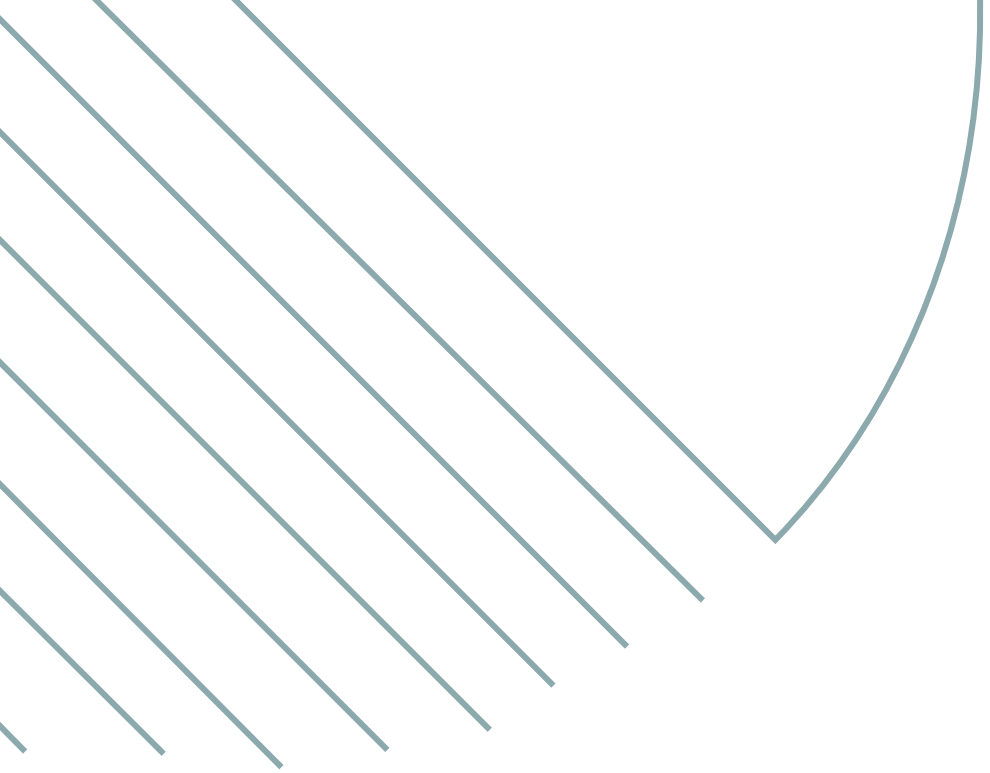
- The Office of Equity recognizes that systems of oppression are the upstream sources of all inequities
  - Directs state agencies, Boards, and Commissions to implement a PEAR Strategic Action Plan
- The PEAR Strategic Action Plan works to:
  - Drive systemic change
  - Dismantle oppressive systems
  - Promote equity in all facets of society
- We want Washingtonians to:
  - Be involved in decision-making
  - Deliver services that meet their needs
  - Trust state government



# Pro-Equity Anti-Racism (PEAR)

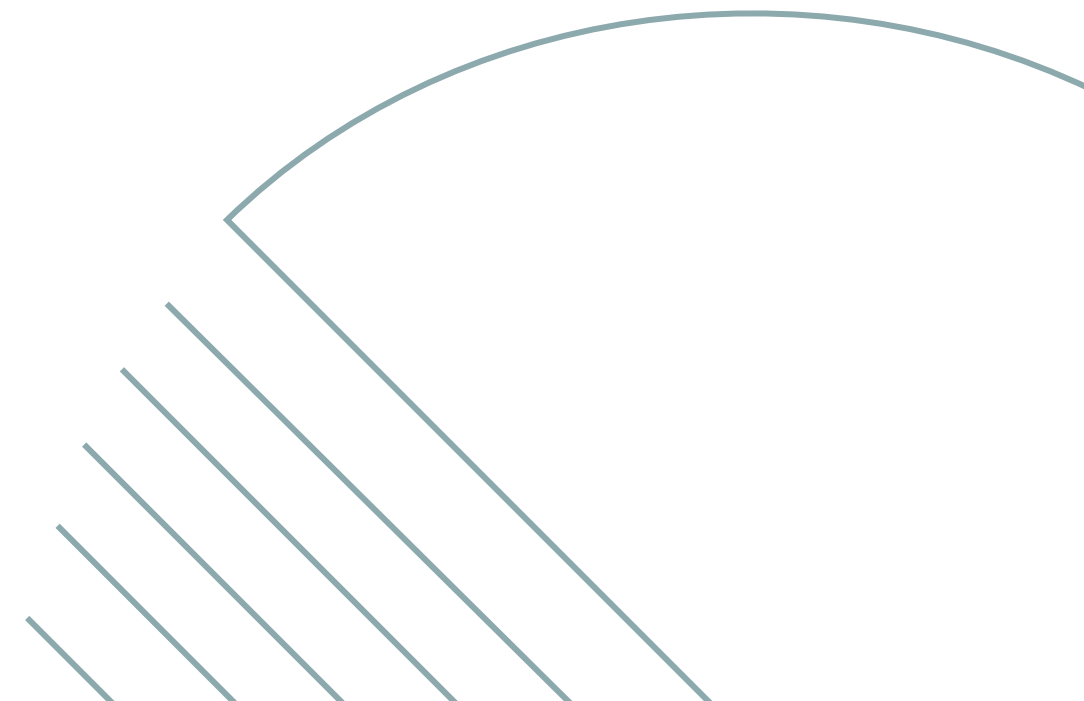
- With the PEAR Plan we can:
  - Bridge opportunity gaps and reducing disparities statewide and across state government
  - Invest where the needs are the greatest to addresses upstream, root cause, issues that perpetuate systemic inequities
  - Create meaningful impact to the [determinants of equity](#)
- We can invest in intentional and meaningful change in how we do our work by embedding equity into decision making. This can:
  - Reduce disparities in key business areas
  - Improve outcomes that benefit all tribes, communities, and employees





# PEAR Progress

Thoughts, Feedback, and Questions






# PEAR Progress

- ✓ • Develop a PEAR Team (April 2024)
- ✓ • Completed an Equity Impact Assessment of the Board's scope of work (June 2024)
- Develop and Implement a PEAR Strategic Action Plan (Ongoing through 2024)
- Track and Report Performance (End of year 2025)






# ✓ PEAR Team Creation

- Internal team was self-selected, and includes:
    - Board Sponsor
    - Executive Director
    - Equity and Engagement Manager
    - 8 additional staff
  - We have been engaging with a few community-based organizations to provide recommendations on:
    - Metrics
    - Objectives
    - Additional community partners
  - We have been meeting bi-weekly to collectively work on the PEAR Plan
- 





# ✓ Equity Impact Assessment

- Completed by the PEAR Team, in consultation with individuals representing CBO's and supported the State Health Report development
  - Reviewed what the Board does, and how that work is done
  - Looked at equity-focused tasks that are currently being implemented
  - Found equity gaps in activities or areas that need more work
  - Grouped gaps into buckets, which informed goals and objectives
- 



# Drafting PEAR Plan

- The PEAR Team pulled Goals and Objectives from the equity impact assessment
  - Proposed actions for each step were reviewed
- Draft is a living document, with members of the team contributing to the language
  - Discussions occur during the PEAR Team meeting
- Hoping for feedback
  - Community feedback in August and September
  - Board feedback at anytime



# PEAR Themes

- Increase community access to Board meetings
- Create pathways for equitable policy and rule development
- Build and maintain community and Tribal relationships
- Enhance opportunities for DEI training and professional development





# DRAFT PLAN DISCUSSION

Thoughts, Feedback, and Questions

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  - The nature of the accessibility needs
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