

# WASHINGTON STATE BOARD OF HEALTH

**Date:** January 8, 2025

**To:** Washington State Board of Health Members

**From:** Paj Nandi, Board Member

**Subject:** Pro-Equity Anti-Racism (PEAR) Plan and Playbook

## Background and Summary:

The COVID-19 pandemic highlighted longstanding health and other disparities that impact Washington State communities in different ways, often leading to inequitable outcomes. The Governor's Executive Order 22-04 implements the Washington State Pro-Equity Anti-Racism (PEAR) Plan and Playbook. It requires that all state agencies, including boards and commissions, implement a PEAR Strategic Action Plan ("Plan") to drive systemic change, work towards dismantling oppressive systems, and promote equity across all of society.

This year, the Board will need to complete their initial Plan. The Plan must be within the Board's sphere of influence, capacity, and authority. Members from various communities have provided feedback and insight into the draft Plan. Today, Board staff will provide general background on the PEAR Plan and will review goals, objectives, and actions that Board Members and staff can engage in to center equity more intentionally and consistently. This is an opportunity for the Board to discuss PEAR strategies and take potential action to approve the Board's first PEAR Strategic Action Plan.

## Possible Board Motions:

The Board may wish to consider and amend, if necessary, one of the following motions:

The Board adopts the PEAR Strategic Action Plan, and directs staff to finalize the Plan as discussed, notify the Office of Equity, and file the Plan as requested.

OR

The Board declines adoption of the draft PEAR Strategic Action Plan. The Board directs staff to notify the Office of Equity of its decision, and to continue working on the development of a Plan.

## Staff

Ashley Bell, Deputy Director

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