



# PRO-EQUITY ANTI-RACISM PLAN

January 8, 2024

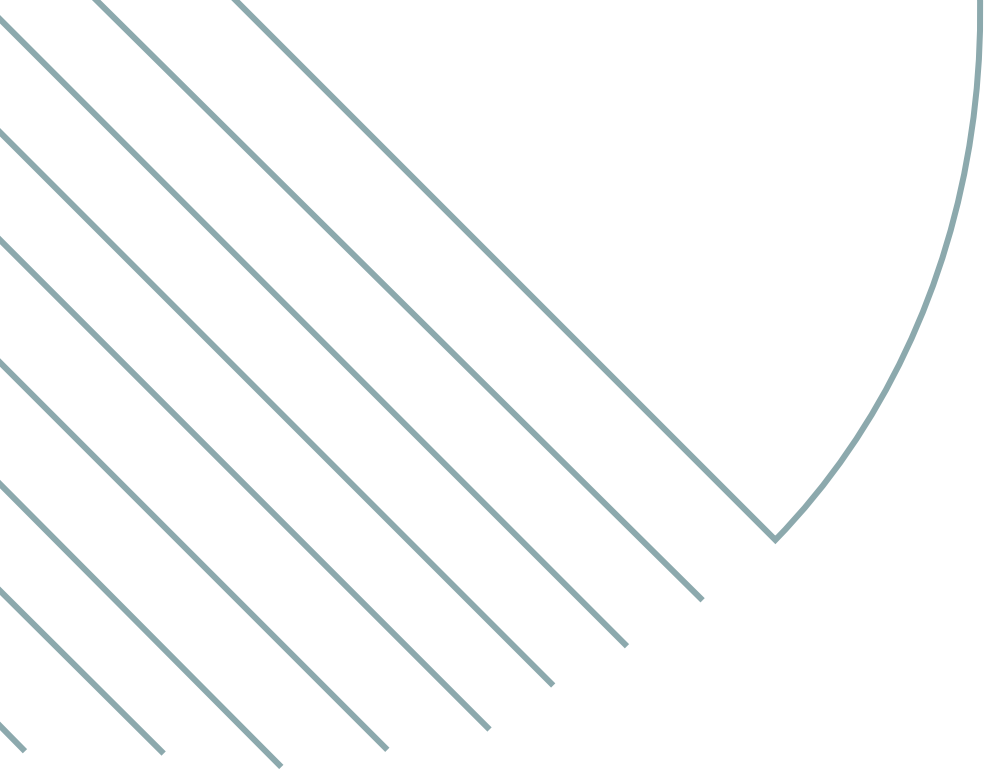
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WASHINGTON STATE   
**BOARD OF HEALTH**

# Overview

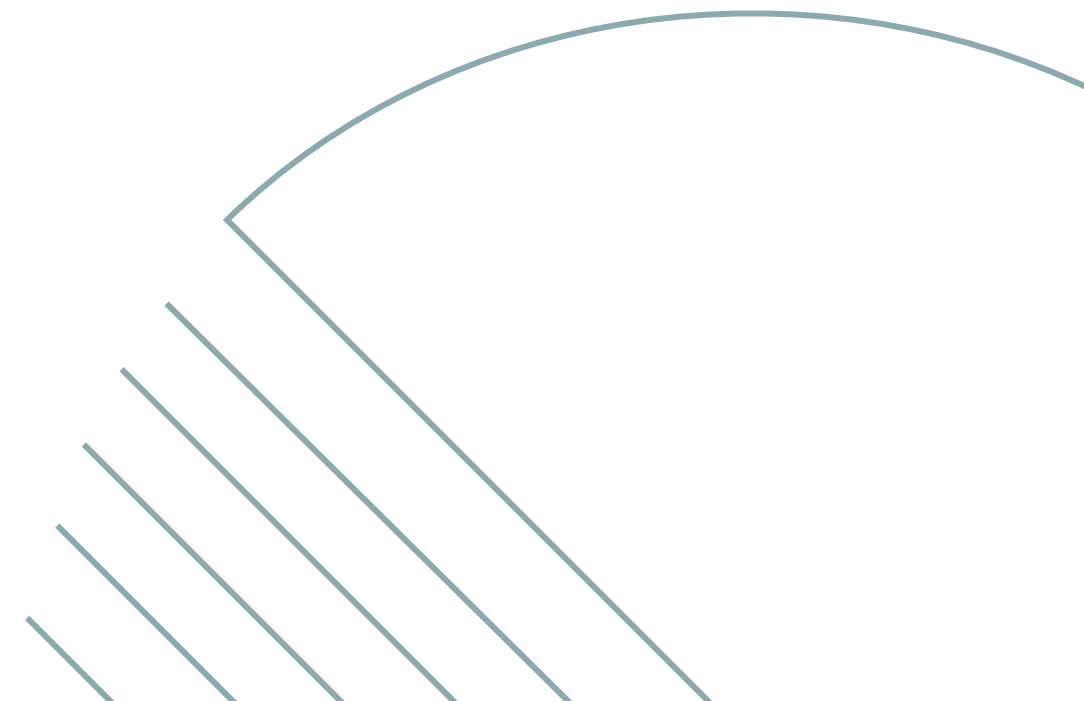
- PEAR Plan
- Community Member Feedback
- PEAR Plan Goals, Objectives, and Actions
- Next Steps





# PEAR Plan

## Overview



# 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



# Community Member Feedback

Themes



# It's All Connected!


- You cannot have one item on the plan without another item
- Budget is important, and often there isn't sustainable funding for this work
- Everyone needs to buy into the PEAR Plan for it to work
- Language Justice is cultural humility
- We have no idea who the Board is; it is important to share that with all communities
- How you present the material is important; you cannot reach communities if they don't even understand



# Goals, Objectives, and Actions

Recommendations





**Create avenues for communities to participate and inform Board activities.**

- **Objective 1.1: Ensure that language access is present and consistent in all our written and spoken work by January 2027.**
  - Action 1: Complete a Culturally and Linguistically Appropriate Standards (CLAS) assessment of our public-facing communications and materials.
  - Action 2: Ensure translations of primary and secondary documents are accurate and culturally appropriate according to CLAS procedures identified in our CLAS assessment.
  - Action 3: Communications will “plain talk” all our external-facing public communications, such as presentations, documents, websites, and summaries, using internal guidance documents.
  - Action 4: The equity and engagement team will develop internal guidance documents, setting language access standards for Board work, prior to January 2026.





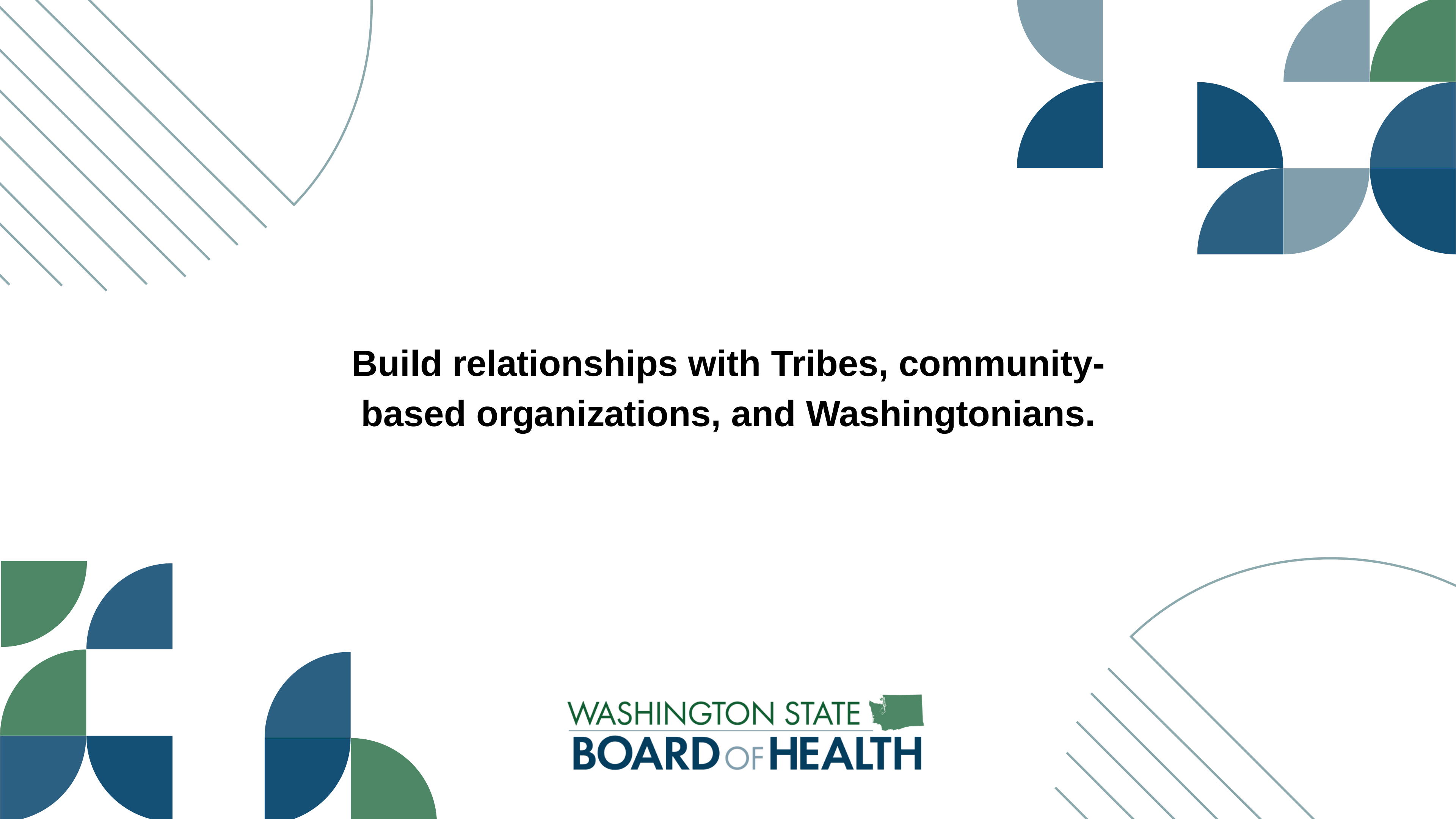
- **Objective 1.2: Ensure our meeting spaces reflect the topics we work on and communities who may be directly affected by our work by January 2026.**
  - Action 1: The equity and engagement team will establish, implement, and consistently use meeting scoping procedures to ensure the Board meets in community spaces that remove access barriers and promote equity.
  - Action 2: Admin will incorporate meeting space location scoping procedures into internal staff pre- and post-meeting evaluations, by creating a form to evaluate Board meeting spaces during briefings and debriefings.
  - Action 3: Outreach coordinators will support opportunities for and staff to be more visible and accessible in communities, using guidance documents created by the equity and engagement team prior to January 2026.





- **Objective 1.3: Ensure all public activities are proactively inclusive of impacted, non-regulated parties by January 2026.**
  - Action 1: The equity and engagement manager will ensure the community compensation process is standardized and applied broadly across all Board work.
  - Action 2: The equity and engagement team will create and implement accessibility and equity standards for presenters, such as verbal delivery and presentation standards, at Board meetings prior to January 2026.
  - Action 3: The equity and engagement manager will review current practices and make recommendations to the Board to increase access to public comment period and rulemaking processes, including expanded timelines to incorporate Disability Justice practices into the Board's public activities prior to July 2025.





**Build relationships with Tribes, community-based organizations, and Washingtonians.**

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- **Objective 2.1: Center community partnership during rule development by January 2027.**
  - Action 1: Board staff will review current rulemaking policies and procedures with an equity lens to ensure they are creating equitable, accessible opportunities for participation.
  - Action 2: The equity and engagement team will develop a review tool in partnership with impacted communities to assess draft rule language for likely equity impacts.
  - Action 3: Policy advisors or project managers will coordinate with community engagement staff to ensure people with direct lived experiences are equitably included on our Technical Advisory Committees (TACs) and in other rulemaking activities.





- **Objective 2.2: Develop new and ongoing relationships with communities who are currently and have been historically marginalized and oppressed by January 2027.**
  - Action 1: The equity and engagement team will create and maintain a community engagement database to coordinate engagement with community across all Board staff by January 2026.
  - Action 2: All Board staff will engage with community-based organizations and other trusted messengers prior to all Board activities, such as using social media, emails, community events, and other culturally responsive and accessible avenues.
  - Action 3: The equity and engagement team will create opportunities for Board Members to interact with and build relationships with communities, including community panels at Board meetings, and document a process by January 2027.

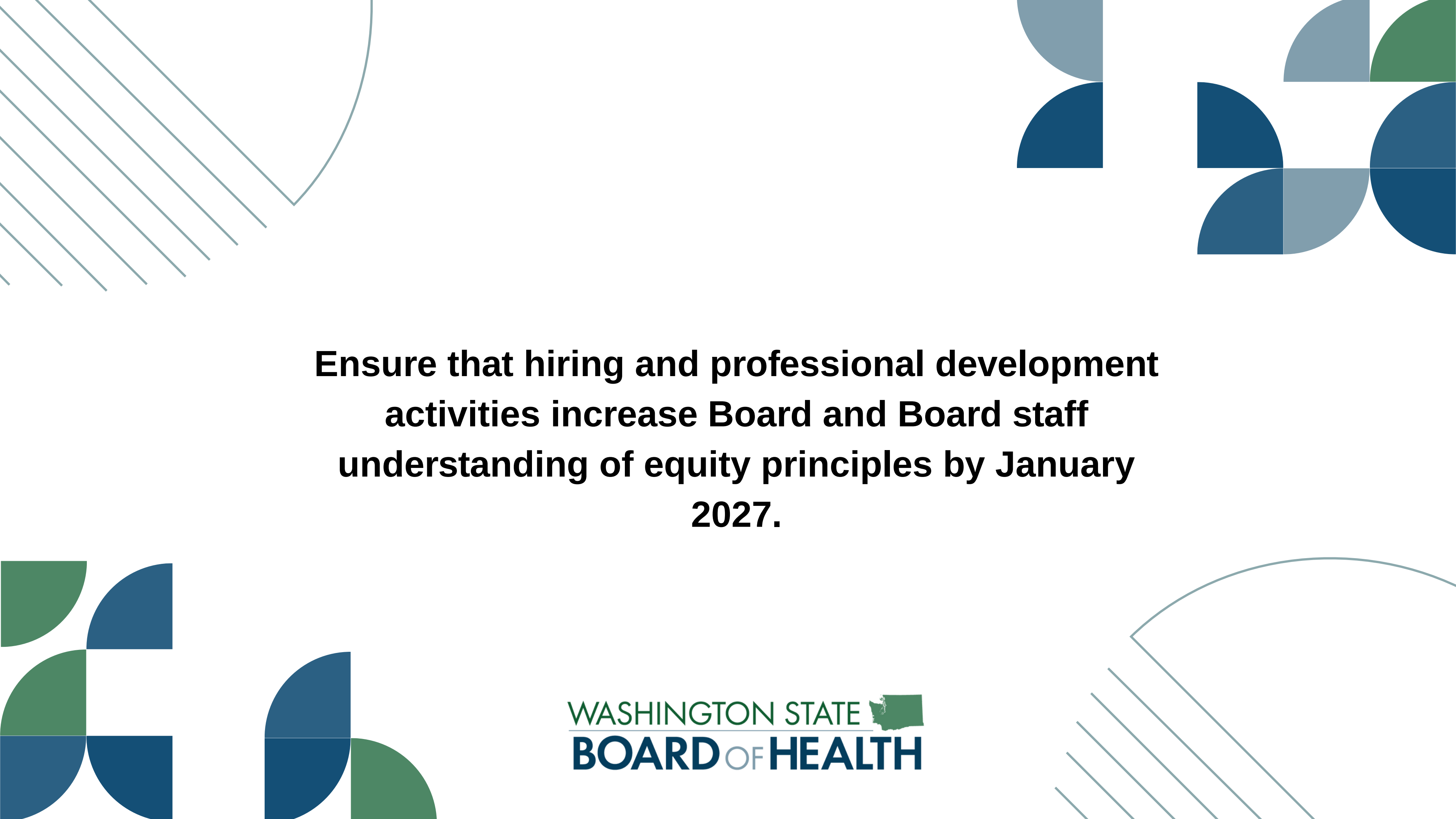




- **Objective 2.3: Build stronger ties with sovereign Tribes, Tribal organizations, and Tribal communities by January 2026.**

- Action 1: The Tribal liaison will create a Tribal engagement plan that centers Tribal sovereignty for the Board by January 2026.
- Action 2: The Tribal liaison will provide guidance to staff and Board Members around the Board's Tribal engagement procedures and processes by July 2026.
- Action 3: Board staff will provide quarterly updates to Tribal partners that are intentional and meaningful, as identified by the Tribes, by July 2026.





**Ensure that hiring and professional development activities increase Board and Board staff understanding of equity principles by January 2027.**



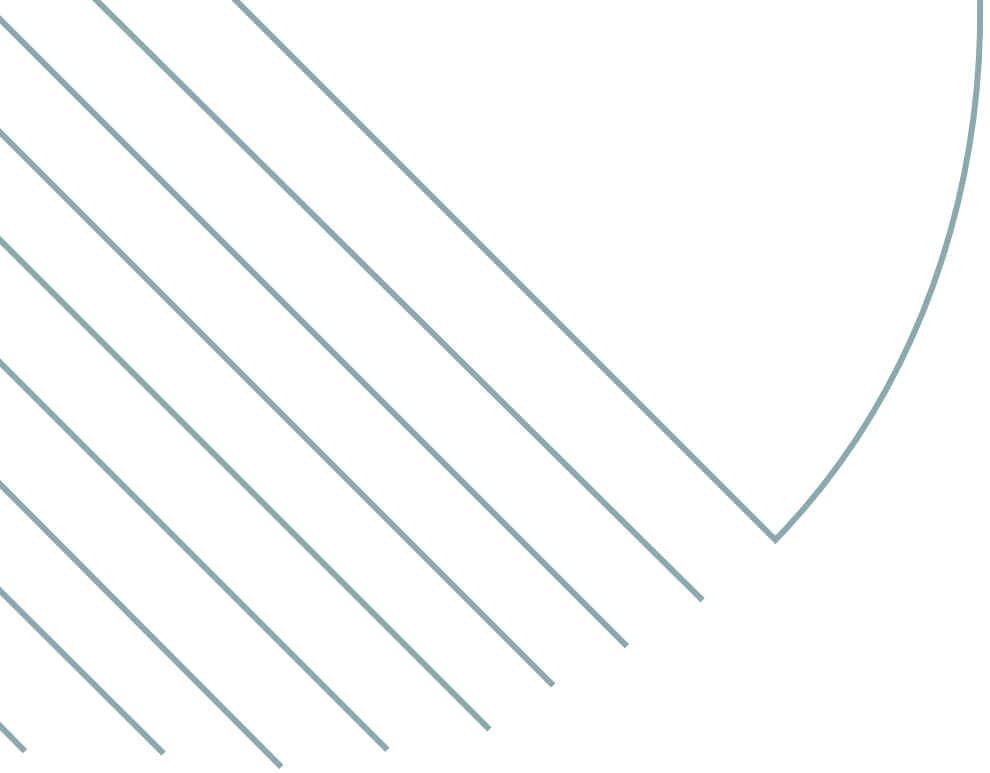
- **Objective 3.1: Provide additional opportunities for candidates from marginalized backgrounds to consider working at the Washington State Board of Health by January 2027.**
  - Action 1: The executive director, or designee, will document at least two new job posting opportunities, beyond traditional avenues, prior to January 2025.
  - Action 2: The executive director, or designee, will research and incorporate recruitment processes and best practices intended to remove biases and promote a representative and inclusive workforce by January 2026.
  - Action 3: The executive director, or designee, will write guidance for hiring managers and panels intended to remove biases and promote equity, including intersectionality on the hiring panel, by January 2027.





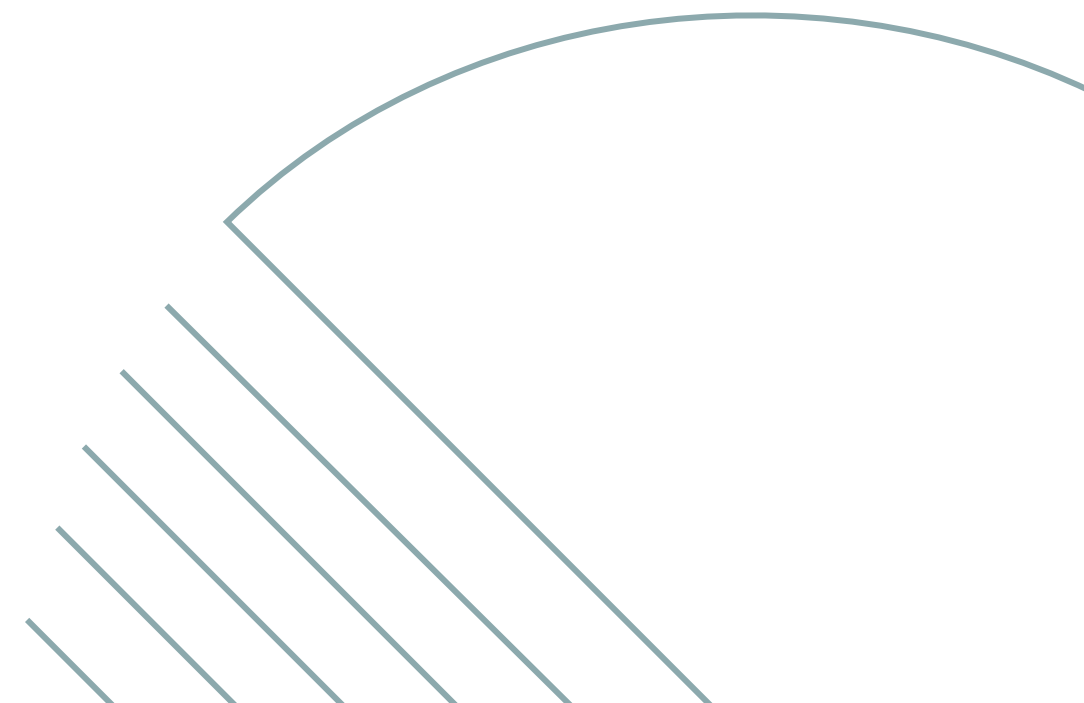
- **Objective 3.2: Invest in Board staff professional development and retention by providing equity-centered education and training by January 2027.**
  - Action 1: The equity and engagement manager will provide, or arrange, quarterly training on topics such as: anti-bias, cultural humility, pro-equity and anti-racism, etc. prior to January 2027.
  - Action 2: The equity and engagement team will provide training for Board Members and staff on the Board's approach to engaging with communities, by providing on-boarding training and quarterly training to both Board Members and staff, prior to January 2027.





# Moving Forward

Next Steps



# Possible Action

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 PEAR strategic action plan.



# Next Steps

- The PEAR strategic action plan will be formatted into a report for and submitted to the Office of Equity.
- The new Equity and Engagement Manager will begin working on the next version of the PEAR Plan, including ensuring that our current plan is being fulfilled.





# THANK YOU

To request this document in an alternate format, please contact the Washington State Board of Health at 360-236-4110, or by email at [wsboh@sboh.wa.gov](mailto:wsboh@sboh.wa.gov) | TTY users can dial 711

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