Reflections & Task Force Business

Equity Office Task Force

May 27, 2020

Roadmap

- Recap May 14 meeting

- Preliminary Report – how far we've come

- Final Proposal – areas of opportunity

- Reflections, priorities

May 14 Meeting Recap

"What affects one directly, affects all indirectly."

(Member Karen A. Johnson)

"...all the racial inequities that were in the 'before world'—they are nationally being reproduced in the coronavirus world, because the structure of our society is built along those tracks."

(Adam Serwer, The Racial Contract, Social Distance Podcast)

Challenges & Barriers

- Insufficient structures and systems

- Support structures do not serve all

- Access gaps: language, data, learning, technology, Internet, public assistance

- Need for speedy and relevant information

- Little capacity for meaningful community engagement

- Lack of cultural and linguistic diversity/ community representation in the public workforce

- Underinvestment in cultural humility training

- Lack of (disaggregated) data

- Need for guidance and technical assistance

- "Hitting pause" on services

- Quick fixes -- "building the plane as we fly it"

"Agricultural workers are at the intersection of being essential and underserved."

(Alejandro Sanchez)

"Prioritize those who've been farthest from opportunity."

(Rose Spidell)

"How can we turn this 'emergency paradigm' into a **post-emergency reality** that changes the way government does business?"

(Paj Nandi, Community Engagement Task Force)

Photo credit: Jon Tyson, accessed via Unsplash

Toward Systems Change

- Be proactive, not reactive

- Address social determinants of health

- Create community & encourage cultural shifts in our institutions

- Build a diverse workforce to reflect the communities we serve

- Invest in cultural humility training and tools

- Embrace nimble and inclusive processes

- Invite communities to identify and fill gaps

- Build connections with unrepresented/ isolated communities

- Ensure all Washingtonians feel safe, supported, and welcomed

- Create standards for the collection, analysis, and presentation/access of disaggregated data

- Be informed by community-driven data reviews

- Use an equity toolkit to make decisions

- Assist agencies to ensure smart, effective use of limited resources

- Create space for relationship development

- Emphasis on compliance *and* compassion

- Office of Equity to serve as hub

- Ensure resources and support to do intentional, effective work

What is the Office of Equity's role?

Photo credit: Tim Mossholder, accessed via Unsplash

"The Office of Equity can provide technical assistance on how to wrestle with doing the business we have to do today and also completely transform a system that has inequities baked into it, instead of putting Band-Aids on it."

(focus group participant)

Complementary Relationships

separate, aligned, cohesive

- Look at the big picture
- Implement changes across the enterprise
- Serve as a hub for resources and guidelines
- Weave efforts together
- Reinforce and elevate partners' priorities
- Ensure coordination and forward momentum
- Create uniformity in language and competencies
- Create shared resources and strategies
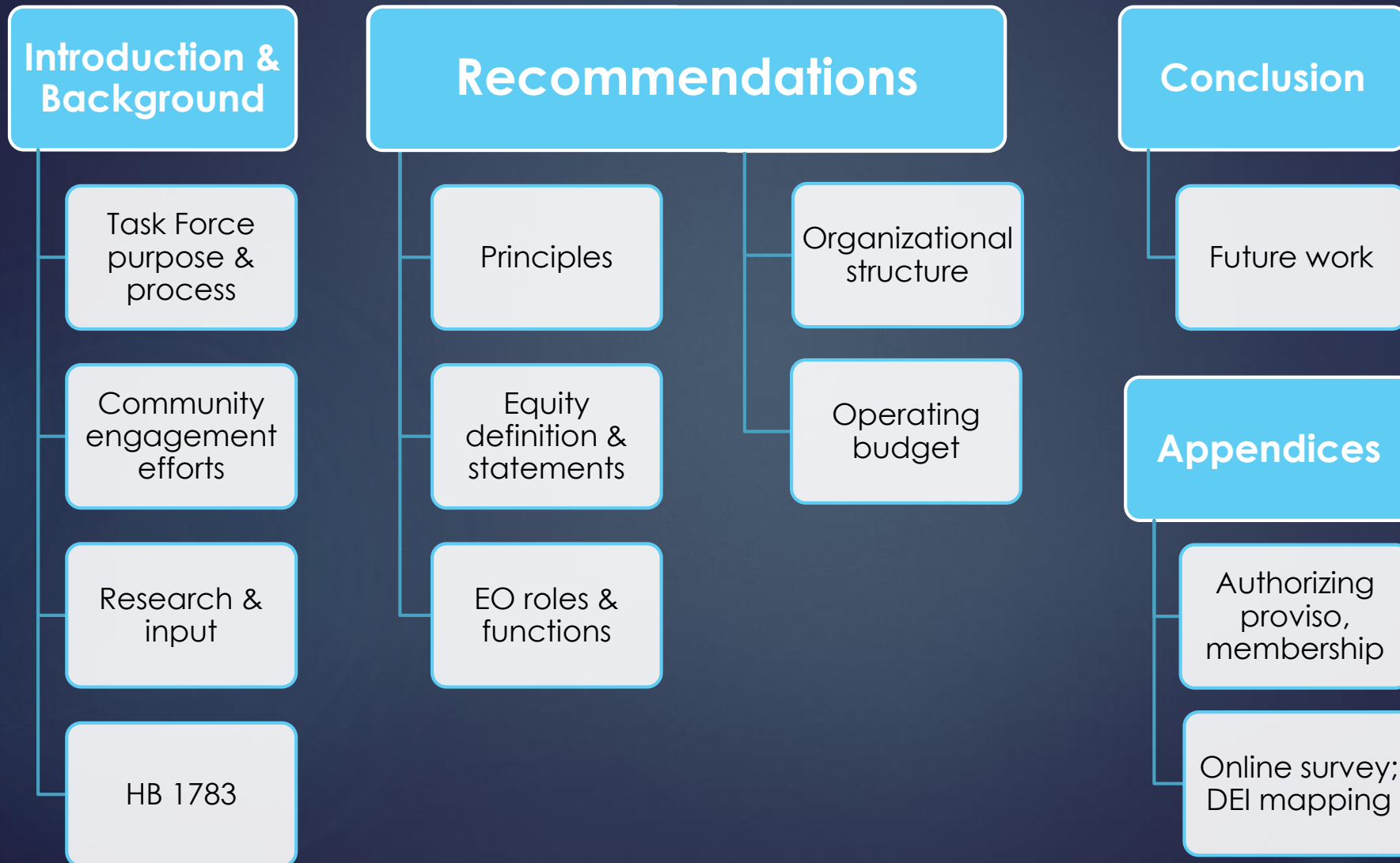- Partner in tech. assistance, education, outreach

Photo credit: Richard Lee, https://www.flickr.com/photos/rleepics/6342419776/lightbox/

Final Proposal:
Areas of Opportunity

Preliminary Report

Introduction & Background
- Task Force purpose & process
- Community engagement efforts
- Research & input
- HB 1783

Recommendations
- Principles
- Equity definition & statements
- EO roles & functions
- Organizational structure
- Operating budget

Conclusion
- Future work

Appendices
- Authorizing proviso, membership
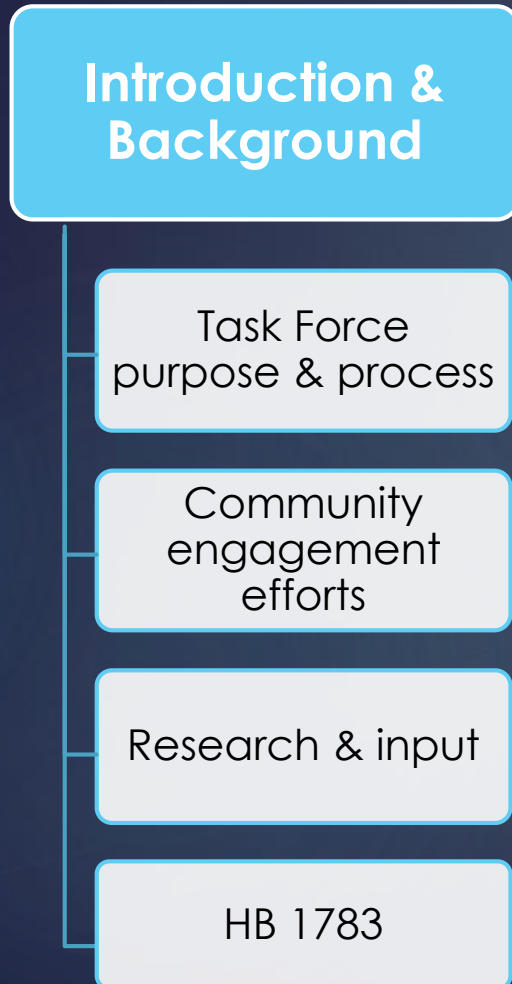- Online survey; DEI mapping

Work Plan

- Legislation & budget
- Focus group report
- Equity issues in pandemic
- Revised work plan

- **Make decisions**
- Form recs: partnerships, resources, priorities
- Areas to update in prelim report

▶ A more equitable future (individual statements)

▶ Complementary relationships

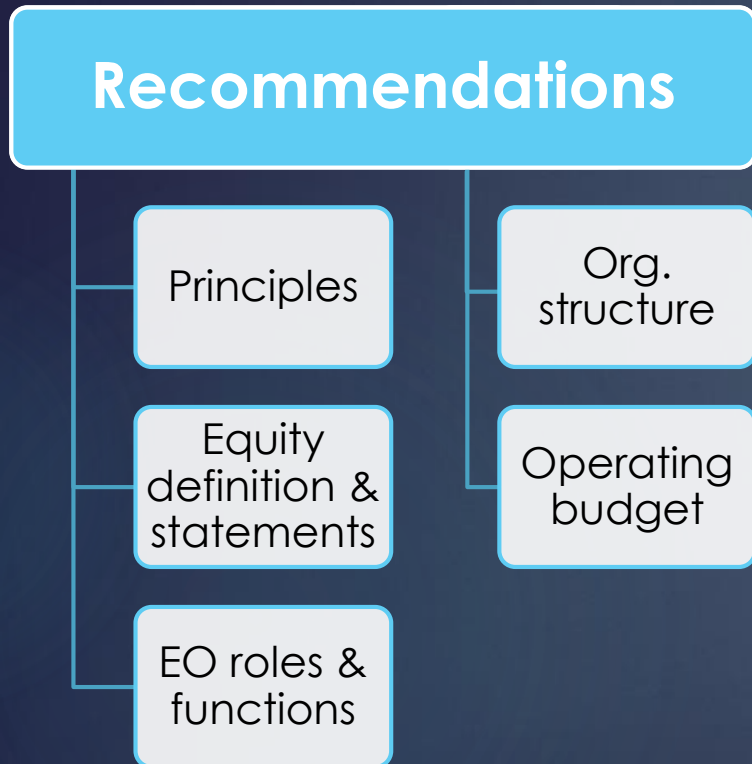▶ Growth & resilience

▶ Urgent & foundational work

▶ Resources

April 30 Meeting

May 14 Meeting

May 27 Meeting

Interim: Review Draft

July* Meeting

Submit Final Proposal

- Response efforts & gaps
- Panel: complementary relationships
- Brainstorm: urgent and foundational priorities

- Share individual statements
- Review draft report
- **Vote to approve final proposal**

Final Proposal

Introduction & Background

- Task Force purpose & process
- Community engagement efforts
- Research & input
- HB 1783

Updates:

- Foreword from the Chairs

- Impacts of the COVID-19 pandemic

- COVID-19 response efforts

- Community engagement & connectedness during an emergency

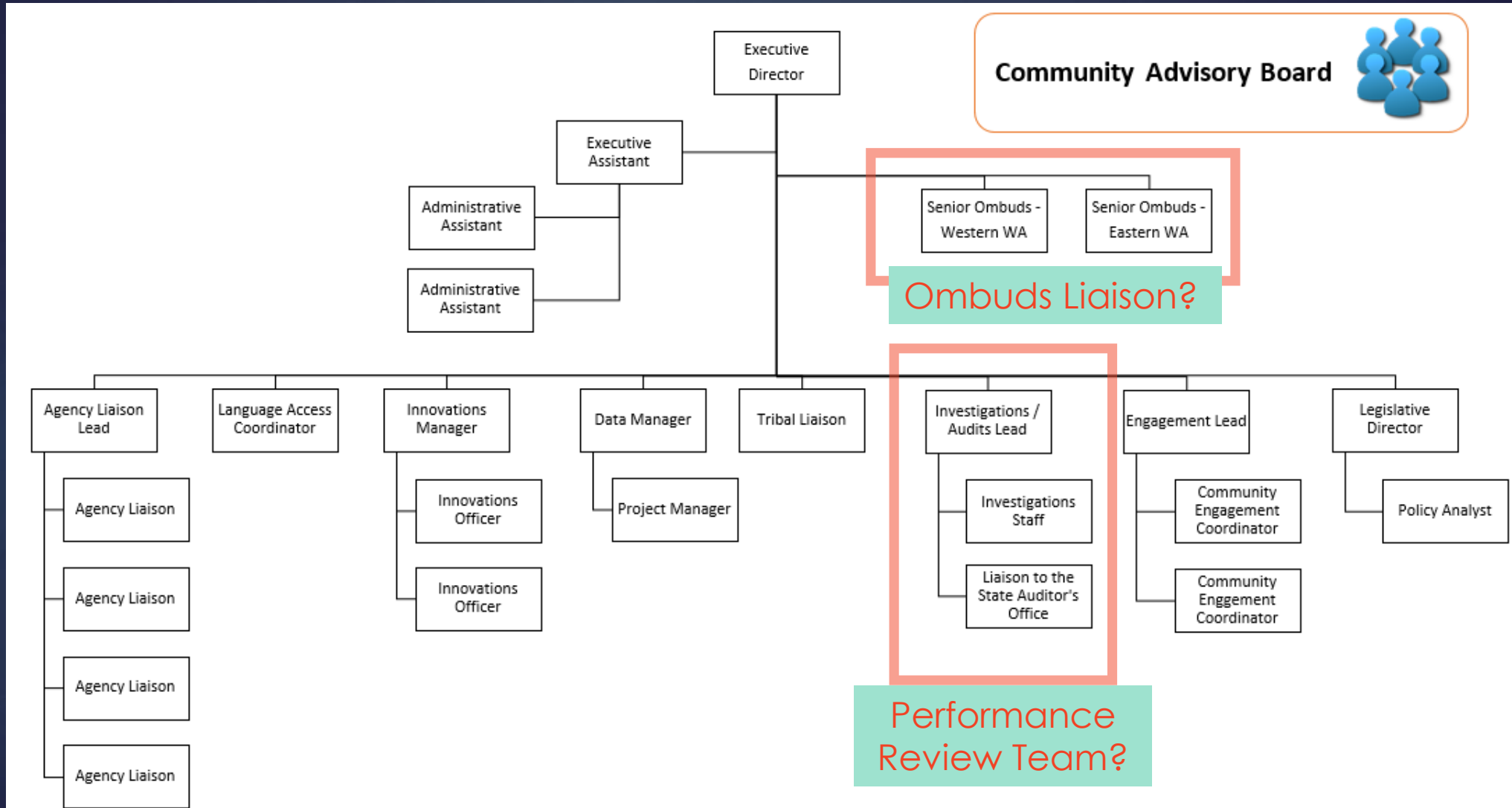- Additional input from community partners & agency staff

Final Proposal

Recommendations

- Principles
- Equity definition & statements
- EO roles & functions
- Org. structure
- Operating budget

Updates:

- DEI glossary
- Proposed recs (see doc on file)
- Focus group:
  - The need for an Office of Equity
  - Recs for roles & responsibilities
  - Implementation & unintended consequences
- Org. chart (pg. 43) & operating budget
- Prioritization (new section)
  - Urgent work
  - With investment
  - Systems transformation

Organizational Chart

Final Proposal

Appendices

- Authorizing proviso, membership

- Online survey; DEI mapping

Updates:

- HB 1783 as session law

- Individual statements

- Update DEI mapping
  - Commissions
  - Community Engagement TF info (mission, accomplishments)

- DEI glossary

- Focus group report

Reflections

- Inspirations
- Lessons
- Opportunities
- Priorities
- Strategies

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