

# Equity Office Task Force

## Creating an Operations Plan for a WA State Office of Equity

The [Equity Office Task Force](#) was created through a proviso in WA State's 2019-2021 operating budget. The Task Force is developing a proposal for the creation of a **WA State Office of Equity**. This summary outlines some recommendations from the Task Force's [Preliminary Report to the Governor and the Legislature](#).

### Guiding statements for the Office of Equity:

#### VISION

Everyone in Washington has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

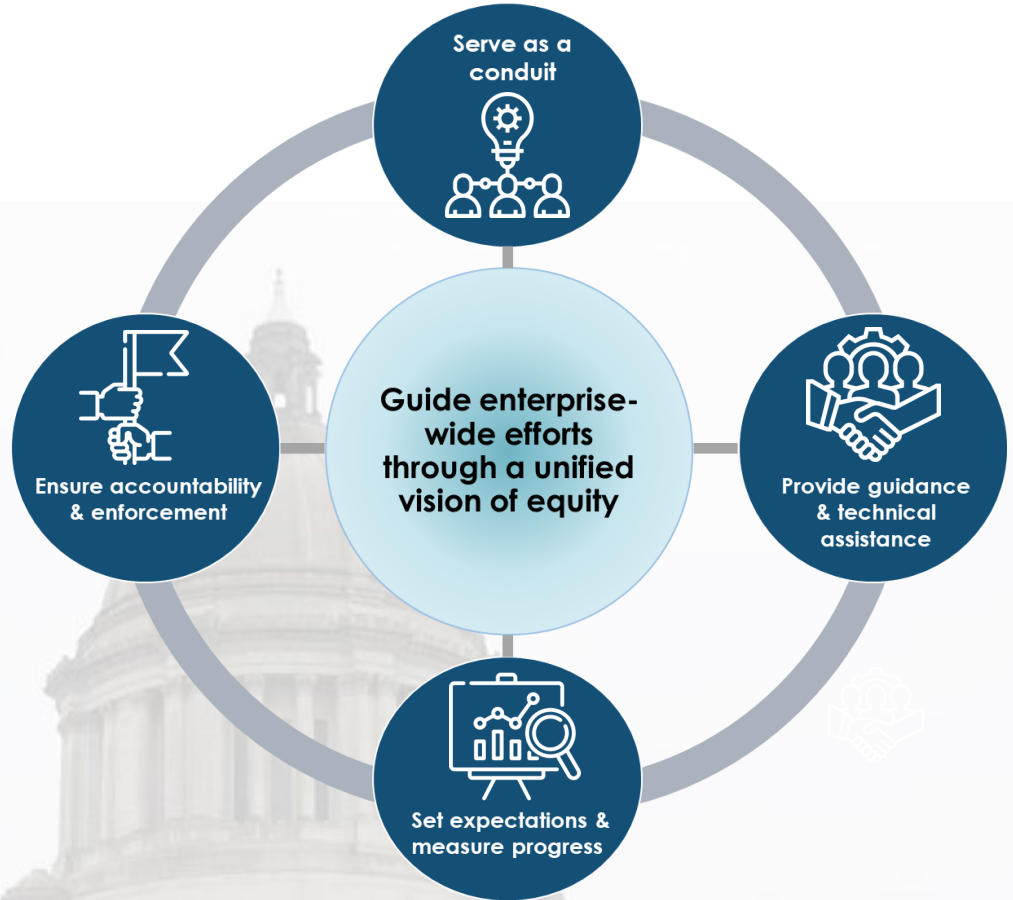


#### MISSION

The Office of Equity will promote access to equitable opportunities and resources that reduce disparities and improve outcomes statewide across government.



### RECOMMENDED ROLES FOR THE OFFICE OF EQUITY



### The Office of Equity as a COORDINATING ENTITY



**EQUITY:** Developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to those who have been historically and currently marginalized, including tribes.

It requires the elimination of systemic barriers that have been deeply entrenched in systems of inequality and oppression.

Equity achieves procedural and outcome fairness, promoting dignity, honor, and respect for all people.



The Office of Equity represents an **evolution of government**.

# Equity Office Task Force

We believe communities deserve **real change**, not incremental steps. The Office of Equity would play an integral role in coordinating and elevating diversity, equity, and inclusion (DEI) efforts in state government. Its work would promote smarter government by helping agencies invest resources in an equitable way and toward effective strategies. [Read the full preliminary report on our website.](#)

## RECOMMENDED ROLES FOR THE WA STATE OFFICE OF EQUITY



### **REC 1** Guide Enterprise-wide Efforts through a Unified Vision of Equity

- ◆ Establish a shared understanding of 'equity'
- ◆ Get ongoing community guidance on definitions and statements



### **REC 2A** Serve as a Conduit between Government and Communities

- ◆ Maintain a feedback loop with communities
- ◆ Promote meaningful opportunities for engagement in decision-making
- ◆ Convene a Community Advisory Board
- ◆ Review and recommend changes to policies that govern board/commission membership and compensation
- ◆ Recommend strategies on how to center community voice in order to deliver barrier-free access to government services



### **REC 2B** Serve as a Conduit for State Institutions

- ◆ Facilitate collaboration between agencies and provide platforms to share practices and tools
- ◆ Coordinate and convene workgroups
- ◆ Maintain an inventory of DEI efforts
- ◆ Collaborate with OFM and DES to identify workforce development needs and develop policies and training on maintaining a diverse, inclusive, and culturally sensitive workforce



### **REC 3** Provide Guidance and Technical Assistance to Foster Systems and Policy Change

- ◆ Serve as a clearinghouse for tools and resources
- ◆ Provide guidance and technical assistance on language assistance services
- ◆ Promote an upstream approach focused on root causes
- ◆ Promote more equitable decision-making practices
- ◆ Require every agency to have a DEI plan and designate a DEI Liaison
- ◆ Work with the Governor's Office of Indian Affairs (GOIA) to uphold the significance of government-to-government relations and the expectation for working with sovereign nations



### **REC 4** Set Expectations and Measure Progress

- ◆ Convene a workgroup to establish standards for the collection, analysis, and reporting of disaggregated data
- ◆ Partner with Results WA and agencies to create agency-specific performance measures
- ◆ Publish outcomes on a public dashboard



### **REC 5** Ensure Accountability And Enforcement

- ◆ Report to the Governor and submit a report to the Legislature every biennium
- ◆ Recognize and celebrate progress and accomplishments
- ◆ Coordinate audits to review agency performance
- ◆ Support performance improvement processes
- ◆ Publish each agency's performance and progress over their baseline
- ◆ If necessary, enact consequences and take corrective action



### **REC 6** Reconvene the Task Force to:

- ◆ Evaluate the state's implementation of an Office of Equity, including the level of funding provided for its operation
- ◆ Review the Office's progress and recommend any needed changes to its operation and strategies

**2020 Public Meeting Dates:** January 24 | February 21 | March 18 | April 16 | May 14

Web: [www.healthequity.wa.gov](http://www.healthequity.wa.gov)

Email: [healthequity@sboh.wa.gov](mailto:healthequity@sboh.wa.gov)

Phone: 360-236-4101