

## Small Group Work – January 24, 2020

### **Government-to-Government Relations**

The Task Force hopes to engage tribes in this work and incorporate their input and feedback. It is important to hear tribes' perspectives on what an Office of Equity can do to help advance government-to-government relations. (Preliminary Report)

- Understand GOIA's role and responsibilities, and distinguish these from the Office of Equity's role
- Question for GOIA: How does the Task Force implement government-to-government relations?
- What do tribes feel is most useful for the Office of Equity to pursue and implement?
- Are tribal leaders interested in engaging in consultation with the Office of Equity?
- Question for GOIA: Who else should the TF engage with? The Affiliated Tribes of Northwest Indians (ATNI)?

### **A Plan to Engage Executive-Level Management**

The Task Force will recommend a plan for the Office of Equity to use as it engages executive-level management at all agencies. It will highlight approaches that have been effective in balancing technical assistance and accountability in similar government settings. (Preliminary Report)

- In collaboration with the commissions, on what topics should the Office of Equity engage management?
- What relationship(s) currently exist between commissions and agency leaders?
- How the Governor's Office cultivating relationships between the Cabinet and commissions (including the Small Agency Cabinet)?
- Should the Office of Equity be a member of the Cabinet and Small Agency Cabinet?
- What is the definition of 'executive-level management'? Every agency defines the 'executive team' differently.
- What is the requirement that executives make engagement with the Office of Equity a priority?
- Are there performance measures or strategic plan requirements for agencies that are currently directed by the Governor's Office?
- Who are our agency champions?
- Understand the varying level of support the Office can provide to agencies
- Understand what DEI work is already happening in those agencies. The Office of Equity will need to figure this out in order to promote coordination and collaboration.
- Learn about leadership accountability models that already exist that we can learn from.

**Mechanisms for Promoting Community Outreach and Engagement**

The Task Force will continue to engage communities to gather input and feedback. It will recommend additional strategies for promoting community outreach and engagement. (Preliminary Report)

- How can we reach out to the state business resource groups?
- Engage with agency directors and HR staff
- Based on our own experience, what are the best practices thus far in community outreach? What have we learned from the community?
- Go back to communities to keep them engaged, ask for their feedback, and ask for guidance.
- Avoid perpetuating extractive practices
- Understand engagement efforts that are directed inward (toward the public workforce) and outward (toward communities)
- Look for opportunities to work with unions and organized labor (WFSE)

**Decolonizing Data & Establishing Standards for Disaggregated Data**

The Task Force will consider additional mechanisms related to establishing standards for the collection, analysis, and reporting of disaggregated data. It will identify strategies the Office of Equity can use to help de-silo government work and push approaches upstream to address root causes of inequities. The Task Force will also explore decolonizing methodologies and recommend strategies to support this work. (Preliminary Report)

- Identify experts in decolonizing data
- What data is needed in order to move this Task Force forward in the near future?
- Connect with colleges and federal commissions
- How can the Office of Equity de-silo data and facilitate interagency collaboration?
- Language data analysis
- Clark, Whitman, Thurston County
- Maps of API (ELL & immigration status)

**The Public Dashboard & Reporting Requirements for Agencies**

The Task Force will continue to work with Results WA and other partners to determine what a public dashboard should look like. It will also provide additional details around evaluation and reporting. (Preliminary Report)

- Will the dashboard be standalone or embedded throughout the enterprise?
- On the public dashboard ('data-verse'), how can the Office of Equity elevate stories? How can the Office ensure agencies/government centers communities?
- What are some key performance indicators that need to appear on the dashboard?
- How can the Office display things government is not doing well?

- How will the Office of Equity ensure accountability for cultural changes? How will this be measured? How can we show if the Office of Equity is effective in changing culture in systemic and intentional ways?
- Accountability measures: data, numbers, and cultural shifts
  - Must include quantitative and qualitative data
  - How can the Office of Equity measure the extent to which people feel valued and heard?
- Performance measures can help the Office of Equity and Dept of Enterprise Services identify what workforce trainings should be developed

Partners to work with: Results WA, UC Berkeley, City of Tacoma Equity and Human Rights Office, King County Equity and Social Justice Office

### **Accountability and Enforcement Mechanisms**

The Task Force will explore additional accountability and enforcement mechanisms, including audits and possible consequences for non-compliance and non-improvement. It will consider different models of ombuds and recommend practices for the Office of Equity. (Preliminary Report)

- What has gotten in the way of real change? How can the Office of Equity address these barriers?
- How can the Office of Equity ensure individual, institutional, and enterprise-wide accountability?
- How can the Office promote transparency?
  - Promote the ability to share data in order to break down silos and move approaches upstream.
  - Identify what government is (not) doing well.
- What sort of culture does the Office of Equity want to promote?
  - How to promote a team mentality among agencies to work toward shared goals (DEI)?
  - How to change zero/sum belief toward an abundance mentality?
- For audits—what kind are we talking about and what standards?
  - If this becomes a TF recommendation, how should the Office communicate the practice of audits, and what is meant by ‘consequences,’ ‘rewards,’ and ‘audits’?

Partners to work with: Tim Wise, Ombuds Offices, King County ESJ Office, Seattle Office of Civil Rights, SAO, UC Berkeley, Race Forward/GARE