

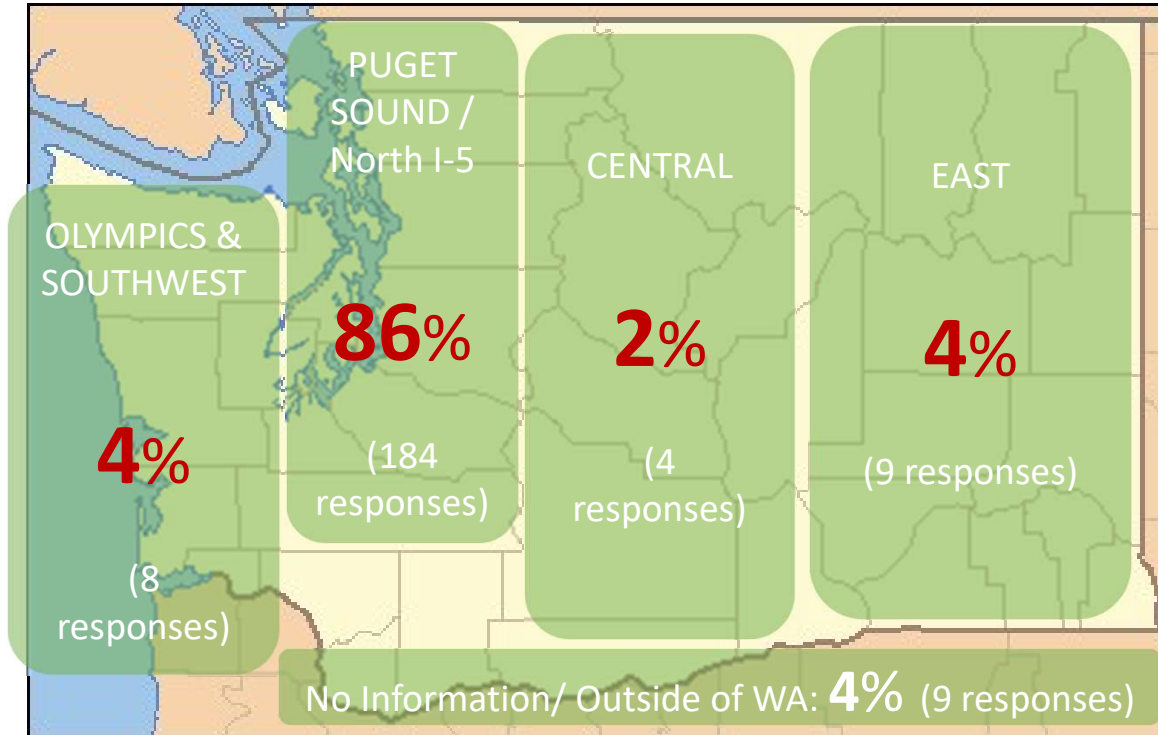
Office of Equity Task Force

SUMMARY – Online Community Survey
October 21, 2019

Geographic Coverage

Puget Sound / North I-5:

- Olympia metro
- Yelm, Tenino
- Lakewood
- Spanaway
- Parkland
- Midland
- University Place
- Puyallup
- Tacoma
- Gig Harbor
- Federal Way
- Vashon
- Port Orchard
- Oak Harbor
- Bremerton
- Kent
- Renton
- Bellevue
- Seattle
- Shoreline
- Lynnwood
- Everett
- Lake Stevens
- Bellingham



214

responses
total

Olympics & SW:

- Olympic Peninsula
- McCleary

- Centralia
- Chehalis
- Vancouver
- Port Angeles

Central WA:

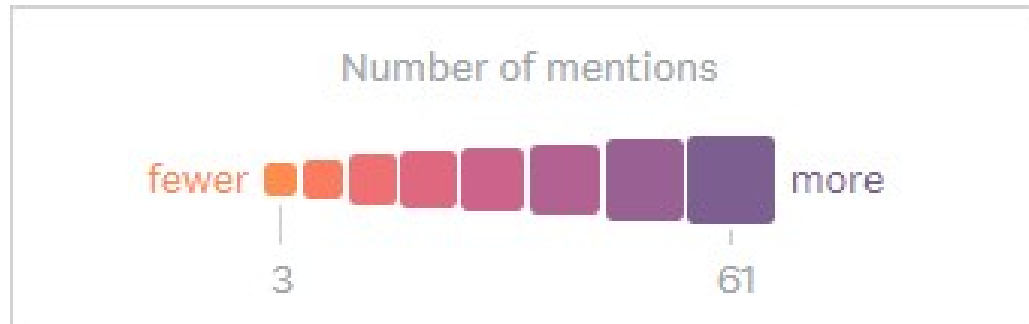
- Ellensburg
- Moses Lake
- Yakima
- West Richland

Eastern WA:

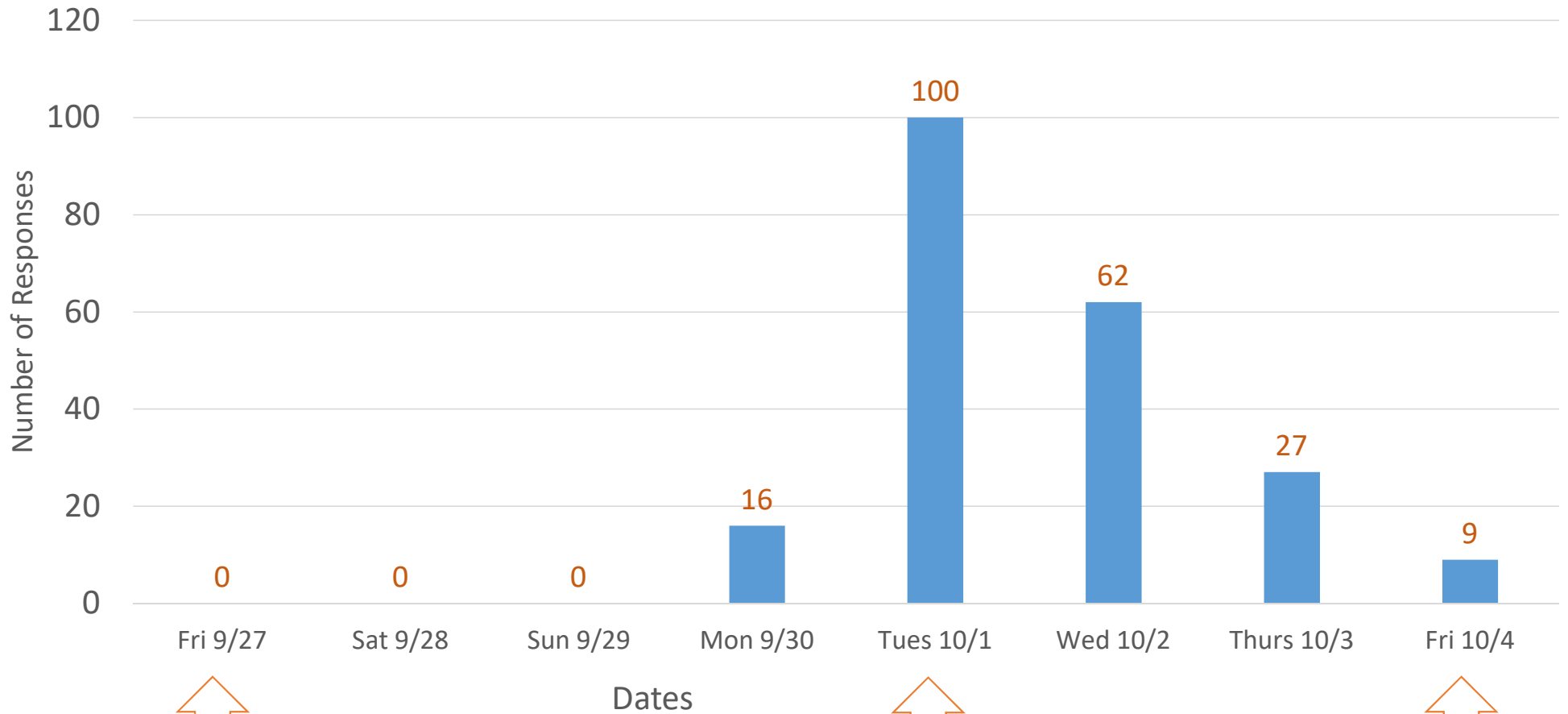
- Cheney
- Spokane
- Loon Lake
- Waitsburg
- Walla Walla

Most popular locations

Parkland Lake Lakewood Puyallup Olympia Spokane
Tacoma Lacey Seattle Renton Spanaway Kent Tumwater



Responses by Date



Sent link to TF members

Sent link to distribution lists

Survey closed at noon

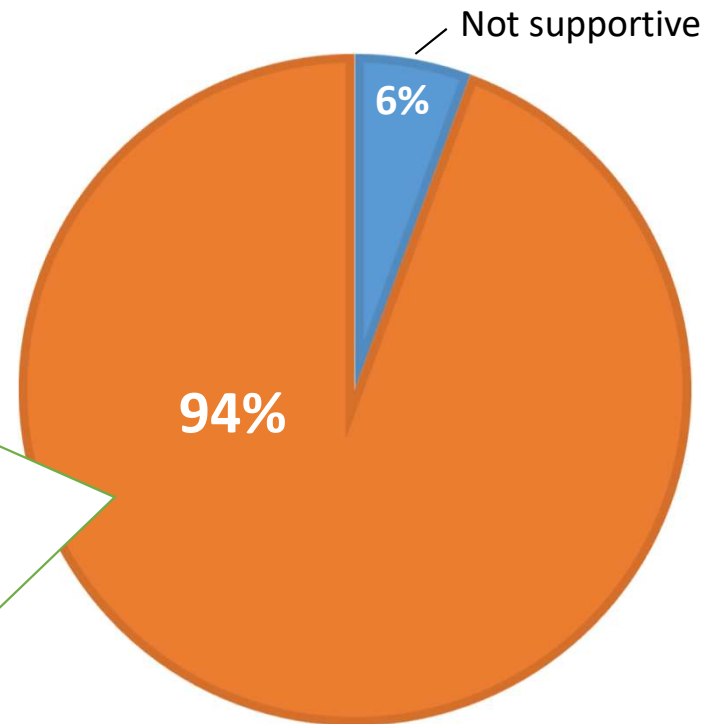
Survey Questions

1. What city are you from in WA?
2. What does equity mean to you? Why is it important?
3. How do you see equity benefiting everyone? What would look different?
4. What's your greatest hope or dream for your community?
5. What bold things can state government do to support communities and promote equity?
6. How can state government engage communities in a meaningful way?
7. How can government work with the community to be more responsive to the needs of the community?
8. What are some barriers to a more equitable government? What's in the way?
9. Is there anything else you'd like to tell the Task Force?

(All questions were optional)

General Sentiments

- Fair opportunity
- Equity is not the same as equality
- Access to opportunities and resources
- Provide people what they need
- Some may need more than others
- Remove barriers
- Level the playing field
- Address systems of oppression
- Center the most marginalized
- Look at intersectionality
- Promote inclusion
- Change systems and shift power
- Inclusive decision-making
- Equity is an ongoing process
- Dignity, respect, human rights
- See through a lens of strength
- Address basic needs
- Reduce disparities
- Reach individual potential
- Thrive
- A just and healthy society



Concerns Related to Creating a New Office

- This is not a state issue
- Less government intervention
- Waste of taxpayer money
- There are enough rules and regulations
- Focus on existing DEI efforts—there is no need for an office
- Labeling (e.g. protected groups) is divisive
- Do not give preferential treatment

12 responses

explicitly against a new office

Fairness

- Fair and impartial
- Equity is the foundation for fairness
- Fairness of opportunity
- Treating everyone in a fair and equal manner
- Create fairness and respect to all people and their situations in life
- A fair chance for all people to participate in community and social life

Equity is not the same as equality

- People don't start out at the same place in life
- Some will need more than others to achieve basic life comforts

“Equity takes into consideration someone's experiences with racism, for example, or someone's experiences with a language barrier, or someone's experiences with a physical or mental disability preventing them from accessing services that people without those disadvantages easily access every day. It provides more accommodation and consideration for those people according to their experience and gives them the tools they need to help themselves, and/or to access those services.”

Access to opportunities and resources

- Equal opportunity for all
- Equal access to opportunities and resources
- Access to supports, services, and resources
- All people have access to and the ability to use the resources and opportunities that they need
- Same opportunity and access to social and community living
- Give everyone the opportunity to thrive and better themselves
- Providing all with the tools they need to succeed

Providing people what they need

- Everyone having what they need, when they need it
- An individual has access to what they need to be successful in life, which looks different for everyone
- People are given what they need to be equal to others
- Access to all with individually appropriate accommodations
- According to each person's unique needs
- Doing what is needed to help a person or group

Removing barriers

- Meet every person where they're at
- Receives opportunity and benefits in a way that is accessible to them
- Remove barriers to give everyone access to resources and opportunities
- Removing barriers that oppress certain groups and people

Level playing field

- Equal chance to achieve
- Remove barriers to provide equal footing and opportunity
- Leveling the playing field gives everyone opportunity and the best chance for success
- Anyone can become a successful, contributing member of society
- Even playing field for those without dominant culture privilege
- Power to play in the game of life

Systems of oppression

- Communities and identities that are structurally oppressed
- Socioeconomic and systemic oppressions
- Reckon and amend historical wrongs
- Acknowledge and work to dismantle privilege
- Address systems of oppression and inequity from a personal level up to a system-wide scale
- Ensure greater opportunity for parity for people who have been historically disadvantaged due to unjust laws/policies and discrimination that still has effects today

Most marginalized

- Centering the most marginalized helps lift everyone up
- Help the most vulnerable in our communities
- Helping and elevating the most marginalized
- Disadvantaged individuals are uplifted

Intersectionality

- Dismantle binaries (gender, either/or thinking, resource scarcity)
- Complex elements of our identity
- Take into consideration all aspects of identify, group affiliation, and experience
- Getting what we need to thrive based on our intersectional identities or experience

Inclusion

- People aren't left behind
- Creating a safe, inclusive space
- Fostering an inclusive environment
- Embracing, honoring, and respecting our differences
- Sense of belonging

Systems change & shifting power

- Equity means re-shifting power
- Systems change must come from the systems level
- System in balance
- Anti-racism / anti-racist lens
- Anti-white supremacy
- Propose bold changes
- Say out loud that our systems are built on a foundation of racism
- Dismantle the systems that promote and hold up supremacy
- Cultural shift
- Counterbalance privilege
- To be represented by people that look, speak, and think like them
- Create a transparent and efficient government
- Designing organizations, structures, systems and processes to ensure that each person has the same access and opportunities

“By failing to acknowledge these inequities in the past, we play a role in perpetuating them in the present.”

“We would realize that it costs us more to continue investing in a broken paradigm over the long-term than to humble ourselves and take care of our people.”

Decision making

- Involvement in decision making
- Nothing about us without us
- People with lived experience making decisions
- True spectrum of ideas represented
- A voice that is heard and valued
- Equal say, equal power, no matter who you are
- Without DEI, we have the same kinds of people at the table
- Equal place at the table
- Social systems are designed to allow everyone equally straightforward entrance into public spaces and positions of responsibility, power, and decision making

“Equity means clear representation, commonalities, and ties between the people who create systems and those who exist within them.”

Ongoing process

- Intentionality
- Ongoing conversation
- Requires willingness to admit mistakes and adapt
- Strengthen our relationships and create a better world for all

Dignity, respect, human rights

- Human rights should apply to all people
- Respect of individual rights and freedoms
- Respected , valued, treated with dignity
- Equal worth and value
- A state of equity would be proof of our shared value that all lives have value
- Uniqueness and humanity of each individual

“Equity ensures
our human rights.”

Asset-based

- People are seen as whole and complete
- All individuals are seen through a lens of strength
- Changing the narrative of POC to one of success and growth
- Being invested in relationships, employment, community—every area of life
- Every citizen brings value to the community

Basic needs

- Baseline quality of life
- All individuals can reach at least a basic minimum level of achievement
- Have the right to the basics: clean air, water, land

Disparities

- To have similar outcomes (results) as others in the community
- Similar quality of life
- Address disparities

Outcomes – reach individual potential

- To do their best work
- Able to live to their full potential
- Have the best chance to achieve their highest potential
- To live a full, productive, integrated, meaningful life
- Be successful
- Thrive
- Health, prosperity, wellness
- Empower all members of society to succeed
- When race, class, gender, and other identities no longer negatively shape an individual's opportunities, outcomes, health, and life expectancy

Outcomes – communities & society

- Equity is a community condition
- Just and healthy society
- Promote sustainability, innovation, health, and peace
- Promote civility and social harmony
- For communities to thrive socially, emotionally, economically
- Sense of belonging
- Safe to be me; Come as you are, where you are, and who you are

How do you see equity benefitting everyone?
What would look different?

Abundance

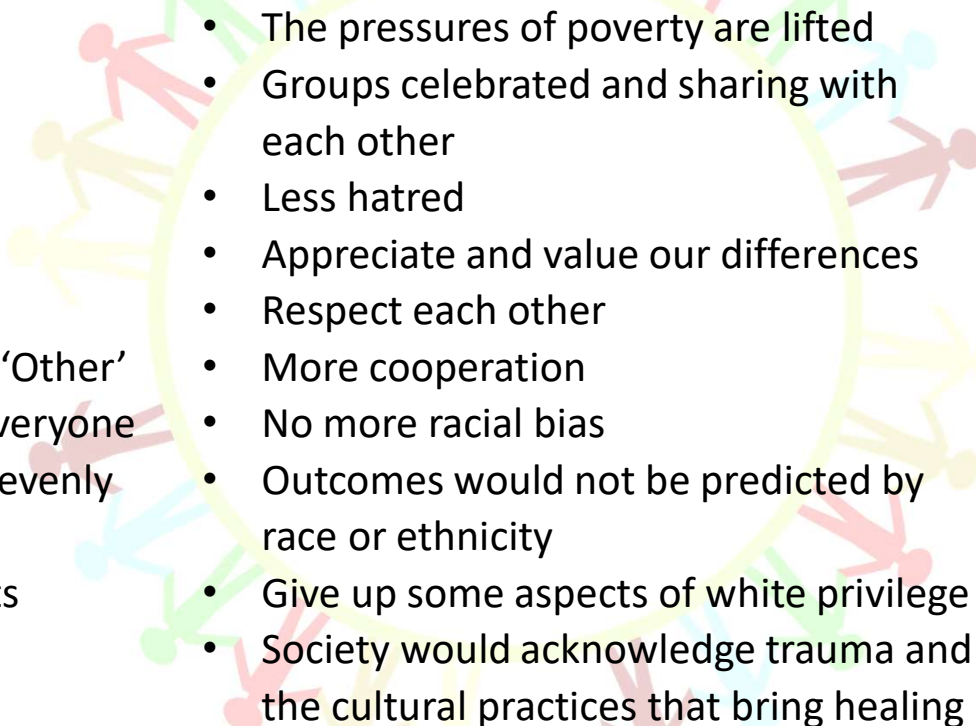
Wellbeing

Balance

Justice

Freedom

Society

- Society is uplifted
 - Greater gains in all areas
 - Better place for all of us
 - Together we are stronger
 - Anti-racist/sexist/able-ist
 - Free from fear
 - End of violence based on the 'Other'
 - Increased quality of live for everyone
 - Contributions acknowledged evenly
 - Better sharing of resources
 - People valued ahead of profits
 - Everyone's needs are met
 - Economic/financial security
- 
- The pressures of poverty are lifted
 - Groups celebrated and sharing with each other
 - Less hatred
 - Appreciate and value our differences
 - Respect each other
 - More cooperation
 - No more racial bias
 - Outcomes would not be predicted by race or ethnicity
 - Give up some aspects of white privilege
 - Society would acknowledge trauma and the cultural practices that bring healing

Communities



- Communities are safe
- Generational healing can begin
- People who are isolated would gain community
- More authentic relationships
- More people would show up more fully
- More engagement by our diverse communities
- New ideas and viewpoints brought to the forefront of community conversations

Individuals

- More people empowered
- Express beliefs openly
- Feel they are accepted, supported, and included
- All people would have hope for their futures
- All have a path to success
- People are allowed to dream again
- People are resilient




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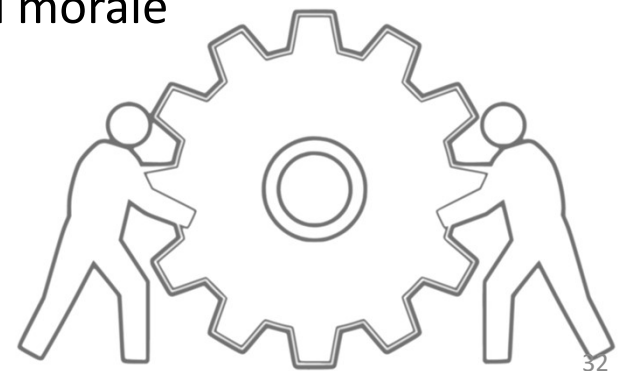
Government

- The system would operate to its full potential
- Take more time and space for decision making
- More creative ideas and problem solving abilities
- Arrive at solutions that work for everyone
- Not limited to what's easy or convenient or comfortable
- Systems would be redesigned
- Institutional barriers would be removed
- Social programming would be rewritten
- Increased funding to high poverty areas
- Resources allocated where they are most needed
- Things are designed to be inclusive and accessible
- Universal access
- Equal and fair practices
- People connected to services
- Services available equally across the state
- No wait lists
- Our system of leadership would be radically different/Leadership spaces would look different
- All people in our state being represented in government, education, and leadership
- Those impacted would be involved in decision making
- Greater buy-in



Economy & Workforce

- More vibrant economy
- More wealth to share
- Stronger workforce
- More employment and engagement opportunities for underrepresented persons
- Bigger pool of well-qualified people
- Less wasted talent
- Diversity throughout every business and activity
- Customers receive better service
- Women would add their expertise
- More entrepreneurship
- More productive
- Living wage jobs
- Pay equity
- Staff retention
- Safer workplaces
- People bring their whole selves to work
- Improved morale



Health & Housing

- Nutrition
- Health benefits
- End of health disparities
- Humane living conditions
- Everyone has a home
- Secure, affordable housing



“Everyone would have a house, utilities, food, clothing, hygiene supplies, affordable medicine, affordable and quality health care and behavior health care.”

Education

- Involvement in schools
- School funding based on needs
- Fully-funded special education
- Equal access to education
- Not dependent on race or ZIP code
- Better outcomes at every level
- Recruitment, financial aid, curriculum
- Recruit and retain more underrepresented students
- Textbooks would be rewritten



What is your greatest hope or dream?

- We coalesce as a society, begin to heal, and transform
- Truth, healing, reconciliation
- No barriers to equity
- Less hate, more compassion
- Everyone gets to experience justice and prosperity
- Strong community
- Everyone feels welcome
- All lives are cherished and nurtured
- Staying safe and healthy
- All are treated with respect and dignity
- No violence
- End intergenerational poverty
- Every person has their needs met
- Equal opportunity for all to participate in social and community life
- Everyone has opportunities to thrive
- To be part of a truly inclusive community
- Strong, vibrant community that works together to solve tough problems
- People have the resources they need to be free to become the fullest expression of who they are, connected to and in support of the full community

Greatest Hope or Dream

“That every parent's dreams for their children will have a fair opportunity to be fulfilled.”

“I dream of a place with sincere, compassionate, and sensitive conversation between decision-makers and community members and laws that reflect this.”

“That each individual can aspire to be what they want to be and will see themselves represented in Government, leadership and in all types of careers.”

“That black and brown persons are no longer systematically disenfranchised.”

“That Latinx immigrant, Yakama indigenous, and AAPI voices would be centered in decision-making.”

“My greatest hope for my community is we can make a drastic shift to a regenerative culture that embraces differences, celebrates abundance, and places wellness and relationship at the top of the priorities.”

“My greatest hope is to be a part of a truly inclusive community.”

What bold things can government do to support communities and promote equity?

- Lead by example
- Use an equity lens
- Remove barriers
- Promote culture and systems change
- Support DEI in state agencies
- Ensure leadership is representative of communities
- Promote a diverse workforce
- Train the workforce and leadership
- Implement equitable and transparent hiring practices
- Set expectations and standards
- Fund those that work with communities
- Engage communities
- Share decision-making power
- Involve tribes in planning and decision-making

“I would like to see the state take unified action across all state agencies—with similar definitions of equity, similar access to training, similar expectations for review and revision of policy and practice.”

Lead by example

- Lead by example; Live the talk
- Issue clear and bold proclamations
- Set ambitious goals
- Define what equity looks like
- Talk about race
- Speak openly about the systems that are in place and fight to dismantle them
- Have courageous conversations that challenge the way we've always done things
- Implement anti-racist and anti-oppressive actions and policies at every level of state government
- Be more transparent
- Honor treaties
- Actively invite diverse viewpoints
- Make a presence and be an ally
- Do the work and make mistakes
- Understand the process is ongoing and requires constant reflection and alteration

Use an equity lens

- Keep equity at the forefront of everything we do
- Apply an equity lens to policies, practices, and procedures
- Review procedures to ensure equal access
- Restructure all state programs that do not support, create, and promote equity

Remove barriers

- Establish policies that remove barriers and confront inequities
- Implement specific wording and processes that remove barriers for marginalized people

Culture & systems change

- Change hearts and minds; change policy and practice
- Create space for conversation and learning
- Change attitudes within state government and agencies
- Be more open, friendly, and welcoming to Spanish-speaking community members
- Create a safe place for community members and government employees to share their concerns without fear of reprisal

DEI in state agencies

- Dedicate resources to equity work in all state agencies
- Promote diversity and inclusion committees within state agencies
- Promote and provide training and resources
- Encourage executive staff to get on board with diversity and inclusion
- Make it uncomfortable for agencies to continue 'window dressing' diversity and inclusion
- Support and reward agencies that model best practices

Representation & leadership

- Help redefine leadership and move it from a white supremacy lens to a multicultural approach
- Improve representation of marginalized communities in government and elected office
- Provide comprehensive, ongoing training for all legislators and staff

Workforce & HR

- Examine hiring policies with an equity lens
- Transparent hiring practices
- Ensure more diversity in state workforce
- Take into account obstacles related to educational and work opportunity when hiring
- Require training for state employees
- Recognize intersectionality among identities
- Ensure physical and mental safety for marginalized people in institutional spaces

Accountability

- Establish an expectation that every state entity achieve equity in employment, service delivery, and contracting
- Set and enforce standards
- Hold stakeholders accountable
- Have meaningful consequences when agencies, leaders or staff violate equity values
- Develop a better system for those experiencing inequities to report and seek help safely
- Demand equity audits at every level of society
- Investigate claims of inequity

State support / contracting

- Create more funding opportunities for agencies working on issues in their unique communities
- Support groups that are helping marginalized communities
- Empower communities to be more economically self-reliant by supporting business development

Community Engagement

- Visit and listen to communities
- Communities decide how funds will be used to better their way of life
- Fund promising practices in communities rather than only evidence-based programs
- Operationalize and mobilize local governments
- Partner with communities to remove financial and social barriers in the community
- Share decision making power with communities
- Establish a forum for communication to acknowledge and discuss needs
- Receive feedback and tailor government approaches to each specific community
- Facilitate robust input and feedback channels to define community solutions and investments

Government-to-Government

- Honor treaties
- Listen to local native tribes and involve them in decisions and planning

Community Engagement

- Go into communities
- Reach out
- Build trust
- Be open, be inclusive
- Listen to our needs
- Reach all parts of the state
- Be more agile and faster to change
- Don't make assumptions—ask directly
- Understand the importance of basic needs
- Share power in decision-making
- Remove barriers to civic engagement

22% **“Listen”**

8% **“Ask us”**

“Really listen, try to walk in our shoes, come to our communities.”

“Impacted communities must be at the table when decisions are made that impact them. Government can listen when impacted communities speak.”

“Create a diverse group of the most marginalized people in our state. Listen to them and be held accountable to them.”

What's in the way?

“I say the barriers start at the top. I think the Governor is a great example of championing equity, but it doesn't always trickle down to other agencies. The people at the top have to be on board with it AND put it into practice.”

“Sometimes the wheels of government run very slow. By keeping equity in the forefront of agencies, it becomes the fabric of our government.”

White supremacy	Colonization	Institutional racism	Patriarchy	History of slavery	Marginalization
Bias	Privilege	Dominant culture	Othering	Inadequate funding	Group think
Bureaucracy	Silos	Lack of political will	Status quo	Mistrust of government	Us vs. them mentality
Personal interests	Politics	Lack of diversity	Lack of buy-in	Barriers to information and access	Lack of resources

Closing Comments

“Be bold. Speak for those who feel they have no voice. Use active listening when speaking to community groups. Secure funding to ensure the system change will be effective and equitable for all in each community. Be unapologetic in your approach and know that many folks are supporting you in your efforts even when some say there is no support. Remember to be kind because although you must be unapologetic in your approach you must still consider the welfare of everyone.”

“Please, please, please don't be another bit of window dressing.”

“Get it done.”

“Thank you for this opportunity. Don't get caught up in getting it exactly right which can lead to paralysis. Make sure we do something within the next year.”