

Draft Definitions of ‘Equity’:

1 - Equity allows the fullest expression of dignity, honor, and respect that we all deserve. It is a community-centered approach that redistributes power that has been entrenched in systems of privilege and oppression.

2 - Equity is a community-centered approach that enables individuals to thrive. It requires sharing of power and enough resources to change and redesign deeply entrenched systems of inequality and oppression. Equity allows the fullest expression of dignity, honor, and respect that we all deserve.

3 - Equity allows the fullest expression of dignity, honor, and respect that we all deserve. Equity is a community-centered approach that enables individuals to thrive. It requires sharing of power that has been deeply entrenched in systems of inequality and oppression.

4 - The act of developing, strengthening, and supporting procedural and outcome fairness in systems, procedures, and resource distribution mechanisms to create equitable (not equal) opportunity for all people. Equity is distinct from equality which refers to everyone having the same treatment without accounting for differing needs or circumstances. Equity has a focus on eliminating barriers that have prevented the full participation of historically and currently oppressed groups. **[DEI Council’s definition]**

5 - Equity is the path to wellbeing that allows each person to thrive. It is an evolving, community-centered journey toward healing that requires shifting power to disrupt and dismantle deeply entrenched systems of privilege and oppression. Equity allows the fullest expression of dignity, honor, and respect that we all deserve. **[Original draft definition first presented at the Oct 21 meeting]**

Equity Statement: Equity requires a commitment to bold action. It begins with the acknowledgement of historical systems of institutional racism and oppression that have led to the uneven distribution of benefits and burdens in our communities. Racism is ingrained in our history and deeply embedded in our institutions, affecting all sectors. An equitable decision-making process prioritizes community-led solutions, driven by those most affected. Generational healing takes time and requires us to embrace discomfort and practice humility.

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.