

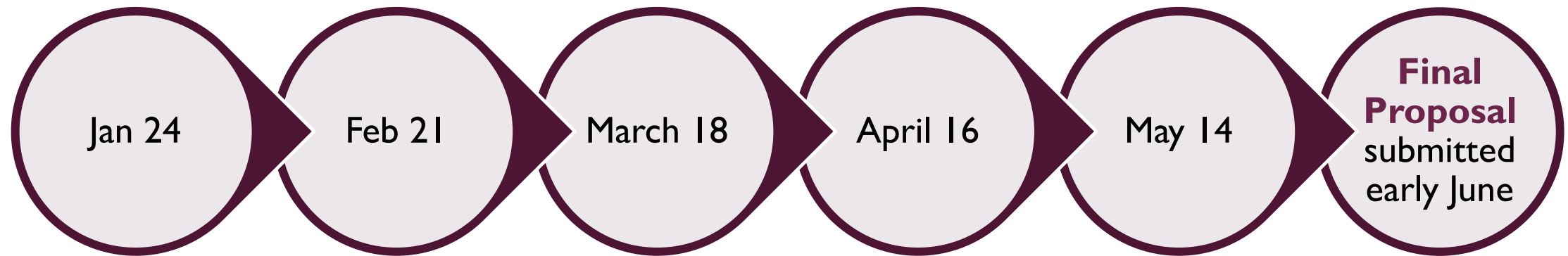


Creating a 2020 Work Plan

JANUARY 24, 2020



“The task force must submit a final proposal to the governor and the legislature by July 1, 2020.” (ESHB 1109)



Form principles & recommendations

Finalize recommendations

Review draft report & approve concepts

“...establish a task force to develop a proposal for the creation of an office of equity.”

Budget Proviso (ESHB 1109)

Staff write a draft report

Staff incorporate revisions & submit to Gov and Leg

The Task Force must recommend:

- A mission statement and vision statement ;
- A definition of “equity”;
- The organizational structure of the office;
- A plan to engage executive-level management from all agencies;
- Mechanisms for:
 - facilitating state policy and systems change to promote equity,
 - promoting community outreach and engagement, and
 - establishing standards for the collection, analysis, and reporting of disaggregated data regarding race and ethnicity;
- Mechanisms for accountability to ensure that performance measures around equity are met across all agencies, including recommendations on audits of agencies and other accountability tools as deemed appropriate; and
- A budget proposal including estimates for costs and staffing.

Additional Areas:

- Glossary
- Government-to-Government relations
- Decolonizing data, de-siloing government efforts, pushing approaches upstream to address root causes

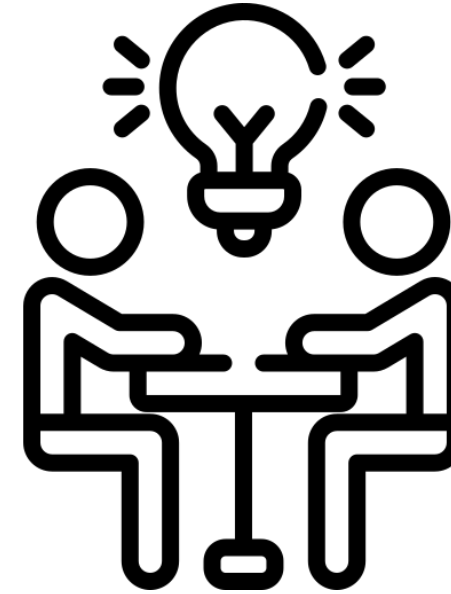
(Task Force Preliminary Report)

Future Work

(Excerpt from the Task Force's draft preliminary report)

The Task Force will continue this project in 2020 to fulfill the responsibilities outlined in [ESHB 1109](#) (section 221, subsection 7). Members will submit a final proposal to the Governor and Legislature by July 1, 2020 that includes further recommendations for the Office of Equity's operations. The content below highlights some of the Task Force's plans.

Glossary: The Task Force will build a glossary of terms related to diversity, equity, and inclusion that provides further depth and intentionality for the concepts included in this report and its final proposal. Where appropriate, the Task Force will minimize redundancies by incorporating the work of other bodies.



1

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.

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.

2

Community 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.

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.

3

Public Dashboard & Reporting: 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.

Accountability & Enforcement: 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.

What questions should we answer?

What details are required?

Who are key partners? Invited speakers?