

Equity Office Taskforce

Accountability Recommendations Ad Hoc Committee

Charge

As required by ESHB 1109, the task of this ad hoc committee is to provide recommendations for 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. In this recommendation, the ad hoc committee will include an organizational structure for the branch responsible for accountability/auditing; a plan to engage executive-level management from all agencies; and a budget proposal including estimates for costs and staffing.

Deadline

October 26st 2019

Membership

- Representative Melanie Morgan, District 29, Washington State House of Representatives
- Elizabeth Gordon, Disability Community
- Allison Spector, LGBTQ+ Community
- Toshiko Hasegawa, Commission on Asian Pacific American Affairs
- Ed Prince, Commission on African American Affairs
- Maria Siguenza, Commission on Hispanic Affairs

Convening Dates/Times

- September 20, 2019, telephone conference
- October 9, 2019 telephone conference

Convener

Maria Siguenza

Recommendations

Task:	Recommendation:
Accountability Mechanism	
Audit Mechanism	
Organizational Structure	See attachment
Executive-level Engagement Plan	
Budget (costs, staffing)	

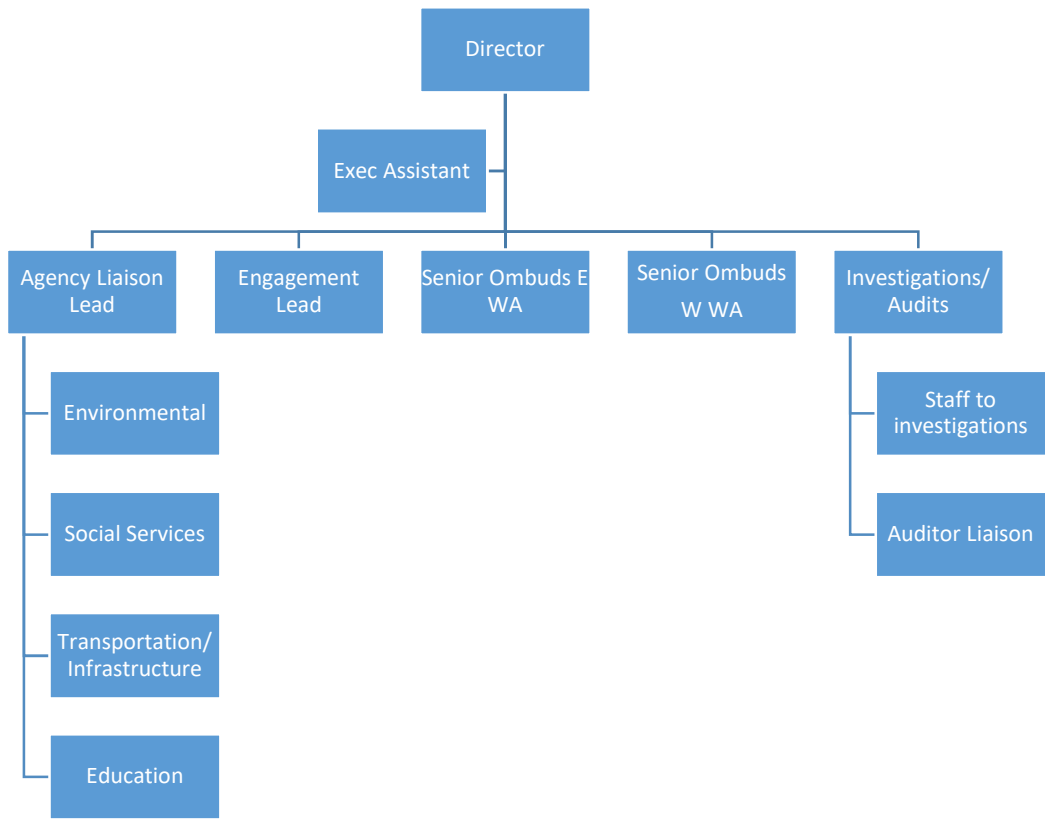
Accountability Mechanism

- Accountability starts with the EO providing technical assistance and support to agencies through the of agency liaisons staff (see org chart below). Agency liaisons will work with agencies to provide information and guidance on agency-specific determinants of equity.
- Action plans and goals will be created based off agency-specific determinants of equity.
- Agencies will be held accountable by:
 - Transparency
 - Determinants of equity, plans, timelines, progress, and any other relevant information will be published in a public facing venue of the EO's choice.
 - Rewards
 - Agencies that are progressing their plan on time are incentivized
 - Public recognition
 - Equity funding stream?
 - Punitive Measures
 - Agencies not meeting their plan goals, timelines due to non-action or non-compliance are assisted to by agency liaisons to reassess their goals and timelines.
 - Fines are imposed in the event of subsequent non-action or non-compliance

Audit Mechanism

- Investigation: an examination of a specific rule, policy and/or procedure.
- Audit: a systemic review of an agencies policies, procedures, and/or administrative rules
- Ombudsmen are recommended for this office. Their role will be to help solve problems flagged by constituents or other individuals who experience barriers when using the Washington state systems.
 - A complaint to the ombudsman can trigger an investigation.
 - A complaint to the ombudsman can trigger an audit.
- Auditing to be conducted through the Auditor's Office.
 - Auditing will be based upon agency-specific determinants of equity, plans, and guidelines.
 - Auditing can be triggered based on complaints by constituents to the EO.
 - Auditing could be phased in the subsequent FY after the EO is established, presumably, to give agencies a chance to create their guidelines, equity determinants, plans, timelines, and other necessary information.
 - Auditing can be routine, can be triggered by a complaint to the ombudsman, or can be a result of non-compliance.

Organizational Structure



Executive-Level Engagement

To be determined

Budget (costs and staffing)

To be determined