## 2020 Public Meeting Schedule

Proposed: December 16, 2019
Approved: \_\_\_\_

Wednesday, January 22, 2019

Friday, February 21, 2019

Wednesday, March 18, 2019

Thursday, April 16, 2019

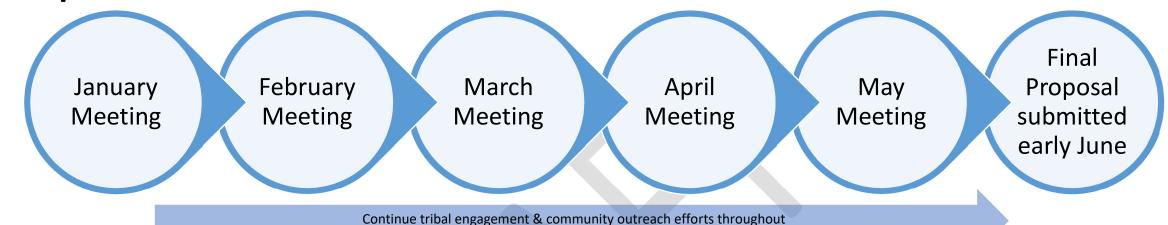
Thursday, May 14, 2019

## 2020

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Final proposal due by 7/1/20 (submit in early June)
Staffing ends 7/31/20

## **Proposed 2020 Timeline (not final)**



- Review proposed legislation to create an Office of Equity
- Endorse DEI Council's glossary OR form workgroup
- Review and approve processes for: key informant interviews; focus group<sup>1</sup>
- Accountability panel
- Form preliminary
   recommendations on: reporting
   requirements for agencies; public
   recognition for achievements;
   consequences for non improvement/non-compliance

- Hear from the Gov's Poverty Reduction Workgroup
- Data & Public Dashboard panel(s)
- Form preliminary recommendations on: establishing standards for disaggregated data; practices in decolonizing data; creating performance measures
- Briefing on the 2020 legislative session
- Hear from the focus group
- Summary of informant interviews
- Create a plan to engage all executive-level management at agencies
- Form links between recommendations on: data, the public dashboard, accountability, and enforcement

- Incorporate community feedback in recommendations
- Finalize and approve all recommendations to go in the final proposal
- Review draft report for language and approve report
- Give chairs/staff the authority to finalize and submit the final proposal
- Outreach with tribes, agencies, and communities using final proposal
- Meet staff of the new Office of Equity???
- Task Force project and staffing end on 7/31/19

<sup>1 &</sup>quot;...key informant and in-depth interviews, forgo preconceived questions to instead focus on the dynamic flow of conversation between researcher and participant(s)." (https://www.cfrinc.net/cfrblog/key-informant-versus-in-depth-interviews)

## AREAS FOR FURTHER EXPLORATION

Recommendation Area	What We Need	Proposed Action	Key Partners
Develop DEI definitions that clarify the Task Force's work and recommendations	<ul> <li>Endorse/establish a glossary of DEI- related terms</li> <li>This clarifies language in the Task Force's operating principles, statements, and reports (e.g. privilege, racism, oppression)</li> </ul>	<ul> <li>Endorse the DEI Council's glossary of DEI-related terms         OR</li> <li>Form a workgroup to review existing definitions and         endorse/develop a glossary [Existing resources: DEI               Council, WA Bar Association – Diversity Section, WA               School Directors Association]</li> </ul>	<ul> <li>Volunteer Task Force members (must meet and work between public meetings)</li> <li>DEI Council definitions and employee competencies: Cheryl Sullivan-Colglazier (DES), Ayanna Colman (OFM)</li> <li>Minority &amp; Justice Commission: Kitara Johnson</li> <li>Mary Fertakis: WSSDA</li> </ul>
A Plan to Engage Executive-Level Management at Agencies  Guidance & Technical Assistance to Agencies	<ul> <li>Recommend best practices in engaging executive-level management.</li> <li>Recommend best practices in engaging the public workforce.</li> <li>Refine messaging: What's the value added of an Equity Office? What can it do to support agencies and staff?</li> <li>Recommend approaches have been effective in balancing technical assistance and accountability.</li> <li>Identify potential challenges for the Office of Equity in engaging agencies.</li> <li>Provide details on:         <ul> <li>The requirement for all agencies to designate a DEI Liaison to work with the Equity Office</li> <li>The work of Agency Liaisons at the Office of Equity</li> </ul> </li> </ul>	<ul> <li>Consult King Co. Office of Equity and Social Justice</li> <li>Form a focus group of agency staff working in DEI topics and initiatives</li> <li>Engage management (informant interviews)</li> <li>GOIA – understand the legal requirements for a Tribal Liaison to see what principles can be adapted</li> </ul>	Agency staff and management     King Co ESJ Office     GOIA

Recommendation Area	What We Need	Proposed Action	Key Partners
Data     Standards for disaggregated data     Looking upstream     Practices in Decolonizing Data	<ul> <li>Survey and note the variation that currently exists across state agencies</li> <li>Elaborate on the recommendation to 'convene a group to establish standards for the collection, analysis, and reporting of disaggregated data'</li> <li>Make recommendations on how the Equity Office can work with agencies to push approaches upstream (looking at root causes; intersections across sectors)</li> <li>Make recommendations on how the Equity Office can promote strategies for decolonizing data</li> </ul>	<ul> <li>Host a panel of speakers:</li> <li>Results WA</li> <li>Education Research &amp; Data Center (ERDC)</li> <li>Staff to the Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC) &amp; Race and Ethnicity Student Data Task Force (Maria Flores, OSPI)</li> <li>DOH Data Workgroup (Cathy Wasserman)</li> <li>DCYF Office of Information and Alignment (Vickie Ybarra)</li> <li>King Co Office of Equity and Social Justice (Matias Valenzuela)</li> <li>Seattle Indian Health Board (Abigail Echo-hawk)</li> </ul>	<ul> <li>Invited panelists</li> <li>Results WA staff</li> <li>Focus group</li> </ul>
Public Dashboard & Reporting	<ul> <li>What does this dashboard look like?</li> <li>What type of information will be included?</li> <li>Details on how the Office of Equity will work with Results WA and agencies to establish performance measures</li> <li>Who will create/maintain the dashboard? Where will it live?</li> </ul>	<ul> <li>Host a panel of speakers:</li> <li>Results WA: Christine Stalie</li> <li>King Co Office of Equity and Social Justice (Matias Valenzuela)</li> <li>Office of Superintendent of Public Affairs (OSPI) – staff who manage the Online WA State Report Card</li> <li>DCYF Office of Info and Alignment (Vickie Ybarra)</li> <li>Seattle Indian Health Board (Abigail Echo-hawk)</li> </ul>	<ul> <li>Invited panelists</li> <li>Results WA staff</li> <li>Focus group</li> </ul>

Recommendation Area	What We Need	Proposed Action	Key Partners
Mechanisms for Accountability, including Audits	<ul> <li>Elaborate on process, standards, and consequences:</li> <li>Ombuds</li> <li>Investigations</li> <li>Audits</li> <li>Make recommendations:</li> <li>How will the Equity Office measure agency performance?</li> <li>At what frequency should agencies be audited?</li> <li>What type of information should be required in agencies' reports and action/progress plans?</li> <li>How can the Equity Office recognize progress?</li> <li>Negative consequences/punitive measures</li> </ul>	<ul> <li>Host a panel of speakers:</li> <li>State Auditor's Office</li> <li>Office of Education Ombuds</li> <li>Office of the Family and Children's Ombuds</li> <li>Office of Corrections Ombuds</li> <li>WA Secretary of State</li> <li>King Co Office of Equity and Social Justice (Matias Valenzuela)</li> </ul>	<ul> <li>Invited panelists</li> <li>Focus group</li> </ul>
Community Engagement  Community Advisory Board	<ul> <li>Community Engagement:</li> <li>How can the Equity Office work with commissions to establish best practices?</li> <li>How can the Equity Office assist agencies?</li> <li>What are some indicators of meaningful community engagement?</li> <li>Community Advisory Board:</li> <li>Recommend best practices for convening a community board (e.g. Who has the authority to decide membership? How large should the group be? How to ensure the members are representative of diverse communities?).</li> <li>What should the Board do (in the first to second years, and into the future)?</li> <li>How to eliminate barriers to participation: recruitment, support, compensation.</li> </ul>	<ul> <li>Ask communities directly: How can state government engage communities in meaningful ways to share power in decision-making?         <ul> <li>Community forums</li> <li>Listening sessions</li> <li>Surveys</li> </ul> </li> <li>Circle back with partner community organizations (e.g. C3, Yakima Valley Community Foundation, OIC, NAACP, etc.) for their feedback on December recommendations</li> <li>Hear from the Governor's Poverty Reduction Workgroup (Lori Pfingst):         <ul> <li>PRWG's December 2019 report</li> <li>Other ways to remove barriers to participation?</li> </ul> </li> </ul>	Office of Financial Management (OFM) for guidance on workgroup support and compensation