

### Standards & Resources

#### Performance Measures

- The Equity Office will work with Results WA and agencies to create agency-specific determinants of equity and establish measures that can be represented through disaggregated data
  - Informed by agency responsibilities, community voice, and promising practices
- The EO will convene a group to establish standards for the collection, analysis, and reporting of disaggregated data.
- The EO will work with DES to establish standards and training requirements for the state workforce
  - Use the DEI competencies created by the WA State DEI Council
- The EO will use standards and best practices set by OFM State Human Resources

#### Resources, Guidance & Technical Assistance

- The EO will provide technical assistance on best practices for data collection, analysis, and reporting
- The EO will provide standard equity assessment/impact tools that agency staff can use
- The EO will provide guidance and technical assistance through Equity Office Liaisons and change management facilitators
  - Each agency must designate a DEI Liaison (similar to tribal liaison requirement)
- Agency staff will have access to a platform to seek tools and share best practices, common challenges, and innovative ideas

#### Investigations

- There will be two Ombuds: Western & Eastern WA
- Field complaints and initiate investigations/ audits



### Assessment & Evaluation

(Assessing outcomes **and** processes, related to service delivery/performance **and** internal workforce)

#### Public Dashboard for a 'Data-verse'

- Disaggregated data
- Community voice
- Employee voice
- Identify any trends (over time & across agencies/sectors)

#### Agency-led Assessments

- Apply equity lens using the tools and resources provided by Equity Office
- Use tools to assess both: current policies and practices; and proposed policies and legislation

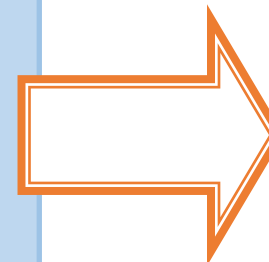
#### Findings

- Findings, informed by investigations and audits



### Reporting

- ⇒ Agencies must provide any other data/information requested
- ⇒ **The Equity Office publishes a report for each agency, detailing:**
  - 1) Strengths/Accomplishments
  - 2) Areas for continued improvement
  - 3) Areas for corrective action



### How can we leverage agency resources to support these processes?

- Agencies will collect and report data to use on the public dashboard
- Agencies will engage communities using best practices established by the Equity Office and commissions
- Each agency designates a 'DEI Liaison' to be the point-of-contact and take the lead in reporting, submitting the agency plan, and collaboration with the Equity Office
- Each agency will perform its own equity impact assessments using tools provided by/endorsed by the Equity Office. The Equity Office will provide guidance and technical assistance as needed.
- The Equity Office can facilitate communication between agencies and DES and OFM SHR, but DES remains the go-to agency for workforce development and OFM SHR remains the go-to agency for HR guidance/standards.

### Accountability & Enforcement

#### 1) Recognize accomplishments:

- Public recognition
- Rewards and other incentives
- Share practices and guide others

#### 2 & 3) The Agency submits a plan with:

- Acknowledgement of areas to address
- Plan/action steps to address each area
- Proposed timeline/milestones

- ⇒ EO staff provide assistance to agency management as they assess goals and timelines
- ⇒ Once the Equity Office has enough information, it will approve the plan and agree on a timeline and milestones for progress checks.
- ⇒ Consequences (i.e. punitive action) for non-compliance or non-improvement