



Equity Definition & Guiding Statements

November 25, 2019

OFFICE OF EQUITY TASK FORCE

Items to consider



Definition of 'Equity'



Mission Statement



Equity Statement



Vision Statement

Vision Statement

to guide the Office of Equity's work

An inspiring vision of the future

- ▶ Where we want to get to
- ▶ Ideal situation
- ▶ Goal / dream

Example

DCYF: All Washington's children and youth grow up safe and healthy—thriving physically, emotionally, and educationally, nurtured by family and community.

(<https://www.dcyf.wa.gov/about/mission-vision-values>)

Mission Statement

to guide the Office of Equity's work

What should the Office of Equity focus its efforts on?

- ▶ What
- ▶ How
- ▶ Why
- ▶ For Whom

Example

Group Health Foundation will shape and accelerate efforts to improve health equity and advance community aspirations for a vibrant, healthy future in Washington.

(<https://grouphealthfoundation.org/about-ghf/>)

Mission Statement

Additional Examples

What should the Office of Equity
focus its efforts on?

What | How | Why | For Whom

- ▶ **OMWBE:** We promote equity and increase participation in public contracting and procurement for small businesses owned by minorities, women and disadvantaged persons through education and certification.
(<https://omwbe.wa.gov/about-omwbe>)
- ▶ **DCYF:** Protect children and strengthen families so they flourish.
(<https://www.dcyf.wa.gov/about/mission-vision-values>)
- ▶ **SBOH:** To provide statewide leadership in developing and promoting policies that prevent disease, and improve and protect the public's health for all people in Washington.
(<https://sboh.wa.gov/AboutUs/OurMissionVision>)

Proposed Definition and Statements

Proposed Mission Statement

What should the Office of Equity focus its efforts on?

What | How | Why | For Whom

Proviso Language:

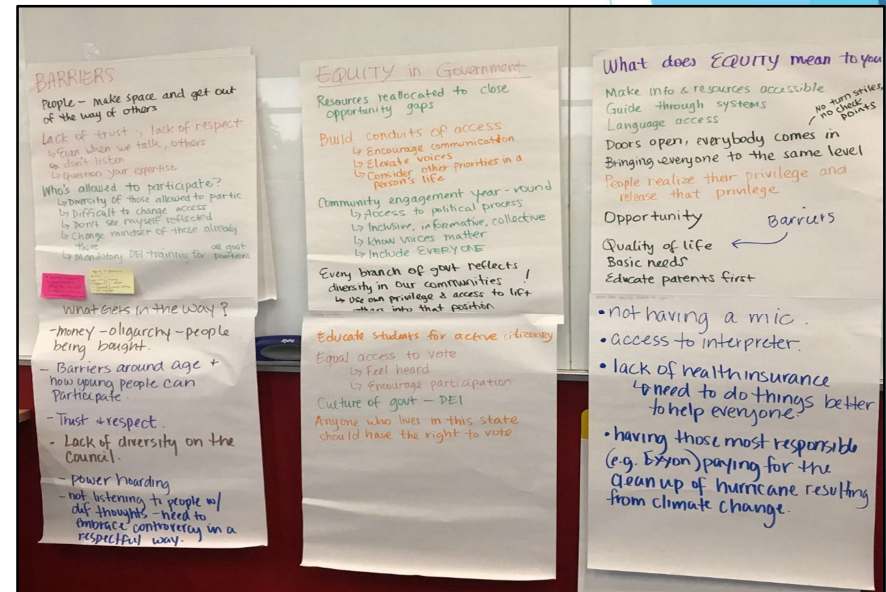
“The purpose of the office of equity is to promote access to equitable opportunities and resources that reduce disparities, including racial and ethnic disparities, and improve outcomes statewide across all sectors of government.”

[ESHB 1109](#) (sec. 221, subsec. 7)

Mission:

The Office of Equity will promote access to equitable opportunities and resources that reduce disparities, including racial and ethnic disparities, and improve outcomes statewide across all sectors of government.

Draft Equity Definition & Equity Statement



- ▶ Community Forums
- ▶ Online Community Survey

- ▶ Public Meetings
- ▶ Task Force Operating Principles

Definition of ‘Equity’

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.

These are **DRAFT** statements and have not been finalized.

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. Equity ensures everyone has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

OFFICE OF EQUITY TASK FORCE

Proposed Definition of 'Equity'

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.

How should agencies operationalize the definition?

- ▶ Ensure individual and community wellbeing
- ▶ Promote equitable opportunities and outcomes, so each person can thrive
- ▶ Center communities in all work, and evolve efforts to support communities' needs and priorities
- ▶ Recognize historical systems of racism, privilege, and oppression
- ▶ Redesign systems to be more equitable and effective, which includes sharing power with communities in decision-making

Proposed **Equity Statement & Vision Statement**

Equity Statement

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Vision

Everyone in Washington has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

All Proposed Statements Together

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.

Mission: The Office of Equity will promote access to equitable opportunities and resources that reduce disparities, including racial and ethnic disparities, and improve outcomes statewide across all sectors of government.

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.