



# PARTNER INVENTORY

JANUARY 25, 2023





# Draft Inventory

---

Describes the authority, structure, and focus areas of key partners in government.

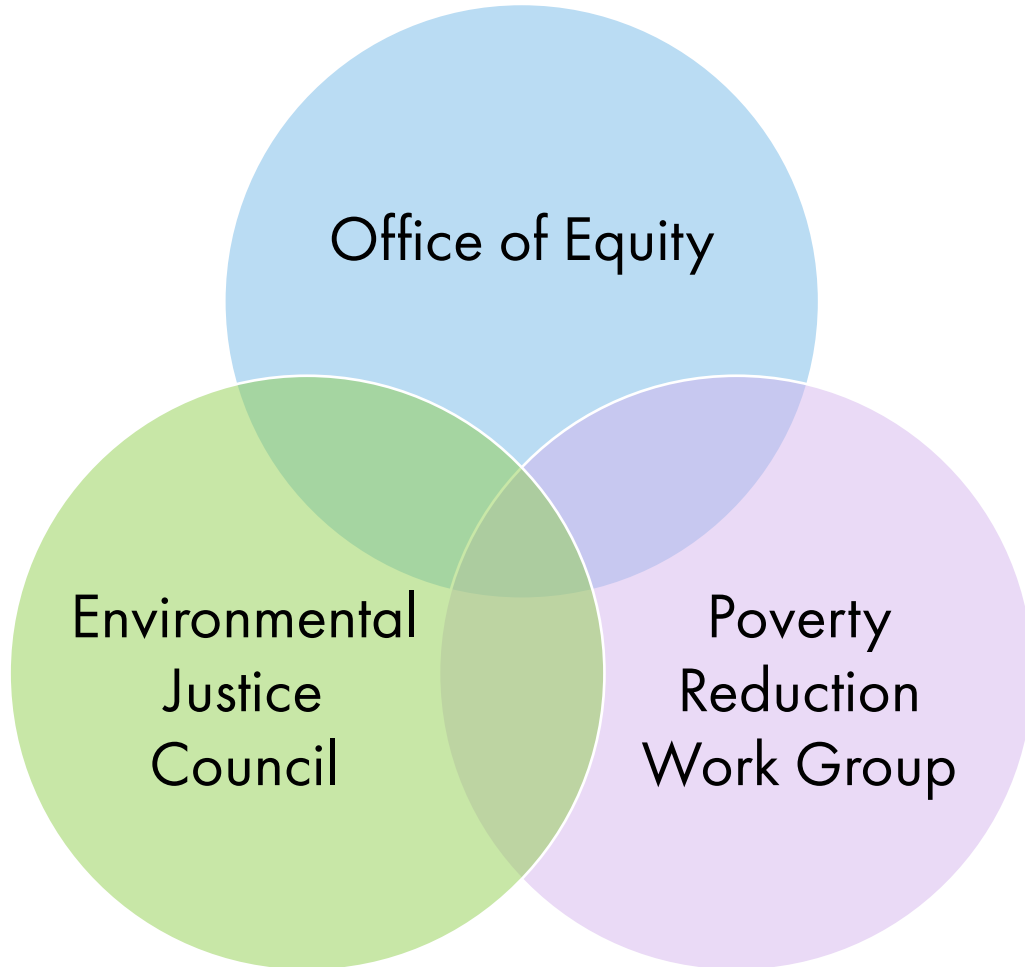
See [workshop materials](#).

- Health Disparities Council (HDC)
- Poverty Reduction Work Group (PRWG)
- Office of Equity
- Environmental Justice Council (EJC)
- LGBTQ Commission
- Commission on African American Affairs (CAAA)
- Commission on Asian Pacific American Affairs (CAPAA)
- Commission on Hispanic Affairs) (CHA)



# Unified Objectives

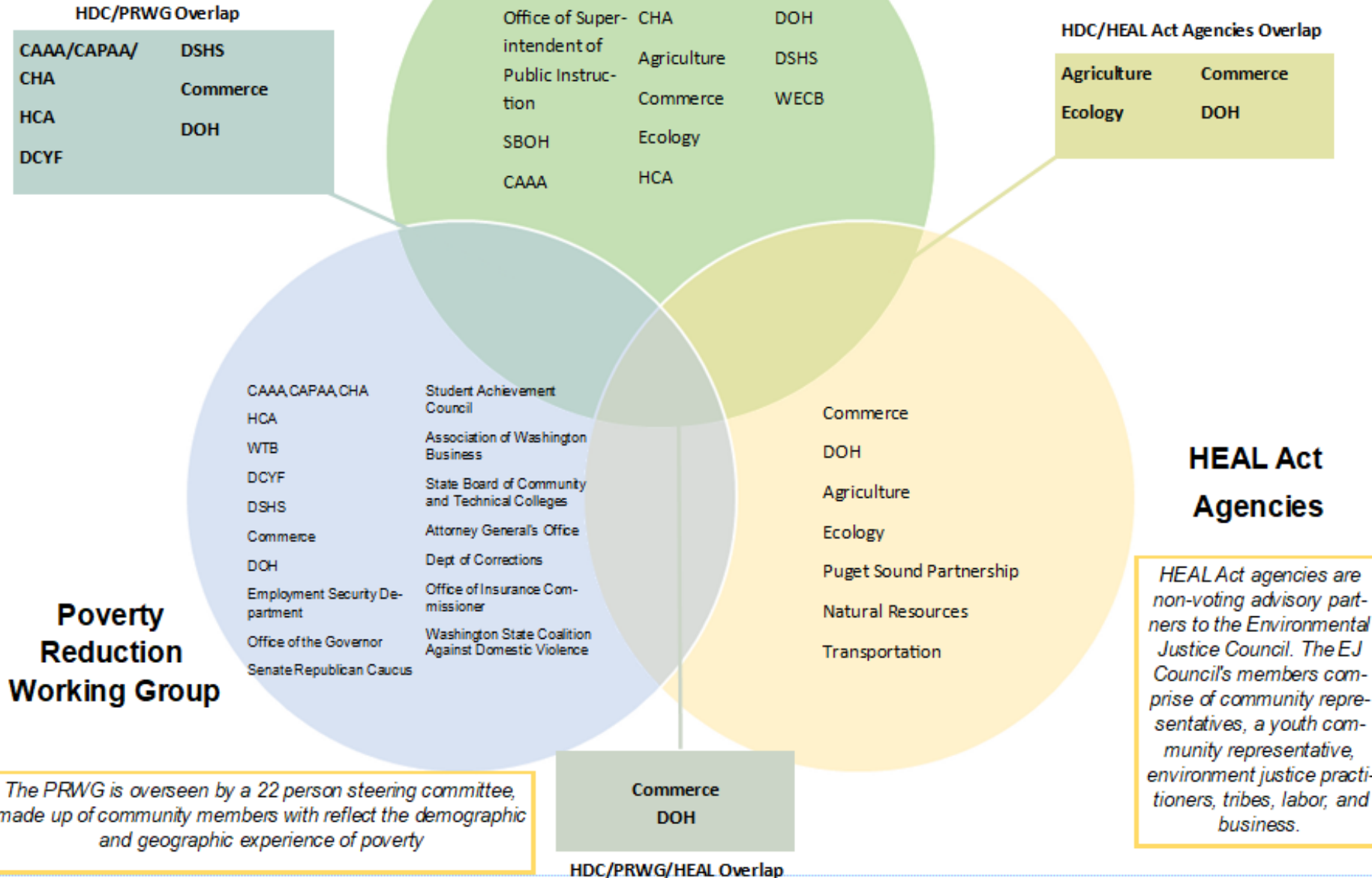
---



- **Center community voice and power**
- **Address racism and oppression**
- **Guide strategy**
  - Create statewide policies and plans
  - Inform agency strategic plans
- **Support interagency coordination**
- **Enhance accountability**
  - Develop assessment tools
  - Measure progress with disaggregated data

## State Government Participation

## HDC Membership





# Shared Focus: Health and Wellbeing

---

- Individual, family, community, state wellbeing
- Wholeness: holistic health, dimensions of wellbeing
- Interconnectedness with environment, nature, animals, land
- Unique needs of each person and each community
- Social determinants of health
- Access to resources, power, wealth
- Prevent harm in the first place
- Promote healing
- Strong and sustainable communities



**System need:** A unifying vision for health and wellbeing to guide various initiatives.

**What does an individual, community, and state need in order to reach their full health potential and thrive?**



•••

# THANK YOU

---



To request this document in an alternate format, please contact Kelie Kahler, Washington State Board of Health Communication Manager, at 360-236-4102, or by email at [kelie.kahler@sboh.wa.gov](mailto:kelie.kahler@sboh.wa.gov). TTY users can dial 711.



# Inventory of Key Partners in Government

## Contents

Governor’s Interagency Council on Health Disparities .....	2
Poverty Reduction Work Group (PRWG) .....	4
PRWG’s Blueprint for a Just & Equitable Future.....	6
Office of Equity .....	7
Office of Equity Resources .....	9
Environmental Justice Council .....	11
LGBTQ Commission.....	14
Commission on African American Affairs (CAAA) .....	16
Commission on Asian Pacific American Affairs (CAPAA) .....	17
Commission on Hispanic Affairs (CHA) .....	19

*This is a working draft and will be updated as we do additional research.*

## Definitions

<b>Intent</b>	What the state hopes to achieve.
<b>Purpose</b>	Reason for being, including main role and need(s) the entity must address.
<b>Power &amp; Responsibilities</b>	How the entity operates and the channels it uses to achieve its purpose, make impact, and exercise influence. Interaction with key partners. Accountability measures.
<b>Deliverables</b>	Products the entity must deliver, to whom, and the frequency.
<b>Structure</b>	Group classification, membership, subcommittees, etc.
<b>Staffing</b>	Staffing level and roles dedicated to its operation.
<b>Funding</b>	Funding level and source(s) to achieve its purpose and sustain efforts.



## Governor's Interagency Council on Health Disparities

**Website:** [www.healthequity.wa.gov](http://www.healthequity.wa.gov)

**Created:** 2006

**Law:** [RCW 43.20.270 – 43.20.285](#)

**Intent:** “It is the intent of the Washington state legislature to create the healthiest state in the nation by striving to eliminate health disparities in people of color and between men and women.” (RCW 43.20.270)

### **Purpose:**

- Promote and facilitate communication, coordination, and collaboration among relevant state agencies and communities of color, and the private sector and public sector, to address health disparities.
- Create an action plan and statewide policy that measure and address social determinants of health that lead to disparities as well as the contributing factors of health that can have broad impacts on improving status, health literacy, physical activity, and nutrition.

### **Power & Responsibilities**

- **Interagency coordination;** all state agencies must cooperate with Council efforts
- **Communication, coordination, and collaboration** among state agencies, communities of color, and the private and public sectors
- **Develop statewide policy**
- **Hold public meetings**
- **Research and gather information** (public hearings, inquiries, studies, literature reviews, review of existing data, etc.)
- Focus topics
  - Social determinants of health
  - Community and population health
  - Health disparities by race/ethnicity and gender
  - How government actions ameliorate or worsen health disparities
  - Culturally appropriate health literature and interpretative services in public and private health-related agencies (CLAS)
  - Priority diseases, conditions, and health indicators
    - In RCW: Diabetes, asthma, infant mortality, HIV/AIDS, heart disease, strokes, breast cancer, cervical cancer, prostate cancer, chronic kidney disease, sudden infant death syndrome (SIDS), mental health, women's health issues, smoking cessation, oral disease, immunization rates of children and senior citizens, etc.

### **Deliverables**

- State action plan (update every 2 years)
  - Measure social determinants of health and disparities
  - Policy recommendations for agencies, the Legislature, and the Governor
  - Address priorities on an incremental basis by adding no more than five diseases, conditions, and health indicators to each update or revised version of the action plan
  - Recognize the need for flexibility

- Progress reports on state action plan (every 4 years in odd numbered years)
- Collaborate with the State Board of Health to produce Health Impact Reviews (analysis of proposed bills and budget items for impacts on health and equity)

**Structure & Membership**

- Class 1 group (advisory)
- 14 members from state agencies, commissions, and boards; 3 Governor-appointed community members (RCW [43.20.275](#))
- Advisory groups must be diverse in race, ethnicity, and gender

<b>Health Disparities Council Members</b>			
Commission on African American Affairs (CAAA)	Commission on Asian Pacific American Affairs (CAPAA)	Commission on Hispanic Affairs (CHA)	American Indian Health Commission (through Governor’s Office of Indian Affairs – GOIA)
State Board of Health (SBOH)	Health (DOH)	Social and Health Services (DSHS)	Commerce
Health Care Authority (HCA)	Agriculture (WSDA)	Ecology (ECY)	Office of Superintendent of Public Instruction (OSPI)
Children, Youth, and Families (DCYF)	Workforce Training and Education Coordinating Board	<ul style="list-style-type: none"> <li>• 2 members of the public representing interests of health care consumers</li> <li>• 1 chair appointed by the Governor</li> </ul>	

**Staffing**

- Staffing not specified in RCW
- In practice:
  - 1.0 FTE Council Manager (WMS 2)
  - In-kind administrative, communications, research, and policy support from the SBOH

**Funding**

- May obtain federal or private funding to implement duties (RCW 43.20.290).

## Poverty Reduction Work Group (PRWG)

**Website:** <https://dismantlepovertyinwa.com/>

**Created:** 2017

**Law:** [Governor's Directive 17-13](#)

**Intent:** "It remains a goal of the legislative and executive branches to reduce the poverty rate in Washington." (Directive 17-13)

- "In light of the current economic growth across our state and our improved economy, now is the time to invest our resources and energy to make Washington a place where all residents and communities have the opportunity to thrive and reach their full potential. We want Washington to be a state where everyone has the opportunity to share in the prosperity enjoyed by so many." (Directive 17-13)

### Purpose

- "The work group will use data, research and the voice of those affected to examine the root causes of poverty in communities across the state, how poverty manifests itself in the daily lives of our citizens, the effects of inter-generational poverty and how we, as a state, can aid individuals and families in exiting poverty." (Directive 17-13)
- Efforts should complement the responsibilities of the Executive-Legislative WorkFirst Oversight Task Force.

### Power & Responsibilities

- **Partner engagement:** Engage diverse groups from service providers, community-based organizations, legislators, the business community, Washingtonians experiencing poverty, and subject matter experts.
- **Interagency collaboration:** Collaborate with partner agencies on the intersections of poverty reduction efforts.
- **Develop recommendations** to achieve better results of shared objectives for poverty reduction.
- **Foster communication** between private and public sectors
- Focus topics
  - Early learning education
  - Post-secondary training and employment opportunities
  - Increasing economic assets within families and communities
  - Housing
  - Health and well-being
  - Social capital
  - Areas of the state with greatest low-income populations and slowest economic growth

### Deliverables

- Establish a measurable set of goals that address situational and inter-generational poverty.
- Develop a comprehensive 10-year poverty reduction strategy ([link](#)) with recommendations to agencies, legislative and executive branch leadership.
- Report on the progress achieved towards the goals and make recommendations on program improvements to further efforts.

**Structure**

- Co-led by the state departments of Commerce, Employment Security, and Social & Health Services
- Partner with Tribal and Urban Indians, state ethnic commissions, employers, community-based organizations, legislators, advocates, and philanthropy

<b>Interagency Work Group (Directive 17-13):</b>	<b>Optional Agencies</b>	<b>Steering Committee</b>
<ul style="list-style-type: none"> <li>• Social and Health Services (DSHS)</li> <li>• Employment Security (ESD)</li> <li>• Commerce (COM)</li> <li>• Health Care Authority (HCA)</li> <li>• Workforce Training and Education Coordinating Board</li> <li>• Washington Student Achievement Council (WSAC)</li> <li>• Health (DOH)</li> <li>• Children, Youth, and Families (DCYF)</li> <li>• Corrections (DOC)</li> <li>• State Board of Community and Technical Colleges (SBCTC)</li> <li>• Legislative members: 2 senators and 2 representatives</li> </ul>	<ul style="list-style-type: none"> <li>• Office of Superintendent of Public Instruction (OSPI)</li> <li>• Attorney General’s Office (AGO)</li> <li>• Office of the Insurance Commissioner (OIC)</li> </ul>	<p>Directive 17-13: “At least 6 stakeholders who represent those most affected by poverty. Consider broad range of factors including but not limited to race, ethnicity, gender, household type, zip code, and disability status.”</p> <p>In practice: Steering Committee made up of 22 people reflecting the demographic and geographic experience of poverty</p>

**Staffing**

- 1 staff from Commerce, 1 staff from ESD, 1 staff from Racial Equality Works, 8 staff from DSHS

## PRWG's Blueprint for a Just & Equitable Future The 10-Year Plan to Dismantle Poverty in Washington (2020)

"This 10-year Plan is the culmination of PRWG's work over the last two years, and includes recommendations that agencies, legislators, businesses, community-based organizations, and funders can all work on together to ensure social and economic opportunity and well-being exists for all Washingtonians, and that it be passed on from this generation to the next ... and the next ... and the next."

### PRWG Operating principles

- Addressing root causes and the urgency of now
- Elevating the expertise and influence of people experiencing poverty
- Race and social justice at the center
- Blending evidence, innovation, and collaboration
- Inspiring hope and building on resilience
- Decolonizing data & disaggregated data

## 8 STRATEGIES POVERTY REDUCTION

ROOT CAUSES & BEYOND



- 1 UNDO STRUCTURAL RACISM**  
Understand structural racism and historical trauma and take action to undo how they manifest in state policy, program, and practice.
- 2 BALANCE POWER**  
Make equal space in decision-making for people and communities most affected by poverty and inequality.
- 3 INCREASE ECONOMIC OPPORTUNITY**  
Target equitable income growth and wealth-building among people with low incomes.
- 4 ENSURE FOUNDATIONAL WELL-BEING**  
Strengthen health supports across the life span to promote the intergenerational well-being of families.
- 5 PRIORITIZE URGENT NEEDS**  
Prioritize the urgent needs of people experiencing homelessness, mental illness, or addiction.
- 6 BUILD A HOLISTIC CONTINUUM OF CARE**  
Build an integrated human service continuum of care that addresses the holistic needs of children, adults, and families.
- 7 DECRIMINALIZE POVERTY**  
Decriminalize poverty and reduce reliance on the child welfare, juvenile justice, and criminal justice systems.
- 8 PREPARE FOR THE FUTURE OF WORK**  
Ensure a just transition to the future of work.

Source: Poverty Reduction Work Group. Blueprint for a Just & Equitable Future:  
<https://dismantlepovertyinwa.com/wp-content/uploads/2020/12/Final10yearPlan.pdf>.

## Office of Equity

**Website:** <https://equity.wa.gov/>

**Created:** 2020

**Law:** [RCW 43.06D](#)

**Intent:** “The legislature finds that a more inclusive Washington is possible if agencies identify and implement effective strategies to eliminate systemic inequities...[S]tate government must identify and coordinate effective strategies that focus on eliminating systemic barriers for historically and currently marginalized groups.”

- Vision: Everyone in Washington having full access to the opportunities and resources they need to flourish and achieve their full potential.

### Purpose

- **Provide a unified vision** around equity for all state agencies.
- **Promote access** to equitable opportunities and resources that reduce disparities and improve outcomes statewide across state government.
- **Facilitate policy and systems change** to promote equitable policies, practices, and outcomes.
- **Assist government agencies** to promote diversity, equity, and inclusion (DEI) in all aspects of decision making (services, programming, policy development, budgeting, staffing, etc.).
- **Foster a culture of accountability** within state government that promotes opportunity for marginalized communities.
- **Serve as the state's subject matter expert on DEI** to state agencies.
- Complement and not supplant the work of the statutory commissions (e.g., state ethnic commissions).

### Power & Responsibilities

- **Be guided by the principles of equity** (RCW 43.06D)
  - Equity requires developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to those who have been historically and currently marginalized, including tribes;
  - Equity requires the elimination of systemic barriers that have been deeply entrenched in systems of inequality and oppression; and
  - Equity achieves procedural and outcome fairness, promoting dignity, honor, and respect for all people.
- **Assist agencies**
  - Implementation of [Executive Order 22-04](#) (Pro-Equity Anti-Racism Plan & Playbook)
  - Facilitate information sharing
  - Convene work groups
  - Develop and provide tools for agencies to use in program development and evaluation
  - Compile and create resources for agency use; train agency staff on use of tools
  - Provide technical assistance
  - Develop template for agency DEI plans
  - Maintain inventory of agency DEI efforts
  - Provide a forum for ideas/issues related to DEI plans, policies, and standards
- **Staff the Community Advisory Board**

- **Develop policies and trainings** for the state government workforce (in collaboration with the Office of Financial Management)
- **Establish agency performance metrics and maintain data**
- **Promote agency accountability**
- Conduct research and policy analyses
- Develop policy positions and legislative proposals
- Consider ways to promote investments in DEI projects
- Provide oversight for the development and ongoing implementation of the Washington State Patrol's diversity, equity, and inclusion strategic recruitment and retention plan

#### **Deliverables**

- State government workforce training and data
  - Develop policies and training on maintaining a diverse, inclusive, and culturally sensitive workforce. Identify subcategories in workforce data for disaggregation.
- Performance metrics and data maintenance
  - Establish standards for collection, analysis, and reporting of disaggregated data to track population level outcomes.
  - Create statewide and agency-specific process and outcome measures to show performance.
  - Create a process for the Office of Equity to report on agency performance.
  - Publish a report for each agency detailing performance and effectiveness on reducing disparities. Create an online performance dashboard for state and agency outcomes.
- Accountability
  - Establish procedures to hold agencies accountable, which may include conducting performance reviews.
- Annually report to the Governor and Legislature on the Office's work, an overview of agency compliance, and an equity analysis of the community advisory board.

#### **Structure**

- Located in the Governor's Office
- Community Advisory Board (not yet convened)

#### **Staffing**

- Executive Director, appointed by the Governor with advice and consent of the Senate.
- Office of Equity Task Force recommended 25 FTE; current staffing is \_\_ FTE

## Office of Equity Resources

### 2022 Annual Report

#### Office of Equity Values

- **Access:** Barrier-free environments so everyone can participate.
- **Belonging:** The right to participate in all aspects of society with acceptance, attention, and support from members of the society, while providing the same to others.
- **Dignity:** We honor the sacred nature of individual personhood.
- **Equity:** Acknowledge systemic inequalities by developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to people in social identity groups who have historically been and currently are marginalized. This ensures everyone has access to the same opportunities, power, resources, and outcomes to achieve equality.
- **Justice:** Treating people fairly. To make right. What love looks like in public (Cornell West).
- **Love:** A selfless and giving act of the will. We seek to out-give and out-serve the other.
- **Ubuntu:** I am because we are. We are interconnected.

#### Commitments

- Bold, revolutionary, transformative action. We will take a stand against dehumanization and injustice as it impacts employees and public policy, acknowledging past harms and repairing harm to those most impacted by present-day systems of oppression.
- Centering the voices and experiences of people facing past and current day marginalization, inequities, and oppression. We will create and publish new narratives, use decolonized, population-specific data, and share the stories of people to make real, lasting change.
- We will own the consequences of our actions. We commit to honoring the Seven Generation Principle by making decisions today that lead to the protection of our children and a sustainable world for seven generations (and generations to come).

### Relational Partnership Guide

Relational Partnership: Empathy-centered collaboration between government and people groups who have been excluded and marginalized by government decisions and actions to undo harm and advance Pro-Equity Anti-Racism (PEAR) outcomes.

4 aspects to supporting relationships and belonging: truth, reconciliation, trust, hope.

#### SPICE model for community interaction

- **Seek:** Search out new partners; learn and understand how to interact with other communities in a culturally appropriate and respectful manner.
- **Partner:** Work in a shared decision-making model.
- **Inform:** Provide updates in an accessible manner; share information in ways that reach different communities.
- **Connect/Collaborate:** Make contact to build or strengthen relationships; co-create.
- **Engage:** Interact with others through activities or events and listen to understand the perspectives of community members.





#### Center community voices & co-create

- “We can only achieve pro-equity, racial justice, access, and belonging if communities impacted by inequities are at the center of our work. Communities know best their assets, needs, and solutions.”
- “Relational partnership should be driven by a wide-ranging community input and engagement program that focuses on building capacity, creating opportunities for meaningful input, and facilitating relational partnership in the co-creation of policies, programs, projects, and practices by community members who reflect the diversity of the area, including those who have been historically excluded from government planning.”

#### Feedback loop

- “Meaningful relational partnership requires a continuous feedback loop linking our agencies to the communities impacted by government action, so information is shared both ways. This type of loop promotes timely communication, community-driven solutions, and accountability toward communities disproportionately impacted by government actions.”

#### PEAR Plan & Playbook

- 2-page summary: <https://equity.wa.gov/sites/default/files/2022-12/PEAR%20Plan%20%26%20Playbook%201-page%20Summary%2011x17%20v01.pdf>
- Full plan & playbook: <https://equity.wa.gov/sites/default/files/2022-12/Washington%20State%20PEAR%20Plan%20%26%20Playbook%20v1.0.pdf>

## Environmental Justice Council

**Website:** <https://waportal.org/partners/home/environmental-justice-council>

**Created:** 2021

**Law:** [RCW 70A.02](#) – Healthy Environment for All (HEAL) Act

**Intent:** Reduce environmental and health disparities and improve the health of all Washington state residents.

- “...the state has a compelling interest in preventing and addressing such environmental health disparities in the administration of ongoing and new environmental programs, including allocation of funds, and in administering these programs so as to remedy the effects of past disparate treatment of overburdened communities and vulnerable populations.” (RCW 70A.02)
- “In order for all communities in Washington state to be healthy and thriving, state government should aim to concentrate government actions to benefit communities that currently have the greatest environmental and health burdens.” (RCW 70A.02)

**Purpose:**

- Advise covered agencies on incorporating environmental justice into agency activities.
- Provide recommendations to the legislature, agencies, and the Governor in the development and implementation of the Climate Commitment Act (CCA) as well as programs funded from carbon emissions reduction account and from the climate investment account.

**Power & Responsibilities**

- **Interagency coordination** among 7 covered agencies in the HEAL Act as well as opt-in agencies through the interagency work group.
- **Develop guidance for HEAL Act implementation**
- **Public meetings and community forum**
- May make recommendations to agencies on EJ-focused agency-request legislation
- May recommend funding strategies and allocations to build capacity in vulnerable populations and overburdened communities to address environmental injustices.
- **Provide recommendations** to agencies, the Governor, and the Legislature on implementation of the Climate Commitment Act (RCW [70A.65](#))
  - The CCA aligns with the requirements of the HEAL Act and includes provisions to ensure communities in Washington that are disproportionately impacted by climate change and air pollution benefit from emission reductions.
- Focus topics
  - Transform the way agencies conduct community engagement with overburdened communities and vulnerable populations
  - Provide an EJ lens to the rulemaking process for cap and invest
  - Provide an EJ lens to the deployment of an air monitoring network in overburdened communities
  - Ensure that communities who have experienced environmental injustices are heard and represented

## **Deliverables**

- Work with the interagency workgroup to develop guidance for HEAL Act implementation in:
  - Agency strategic plans pursuant to RCW 70A.02.040
  - Environmental justice assessments pursuant to RCW 70A.02.060
  - Budgeting and funding criteria for making budgeting and funding decision pursuant to RCW 70A.02.080
  - Community engagement plans pursuant to RCW 70A.02.050
  - Any other policies, priorities, and projects
- Provide guidance and recommendations to agencies on:
  - Identification and prioritization of overburdened communities and vulnerable populations, including use of the Environmental Health Disparities Map
  - Agency deliverables (e.g., community engagement plans, EJ assessments)
  - Classification of “significant agency actions”
- Monitor, evaluate, and publish agency progress
  - Evaluate agency progress on HEAL Act implementation based on annual agency updates.
  - Communicate agency progress to the public, Governor, and Legislature. Summarize the Council’s work to date.
  - Work with DOH, other covered agencies, Office of Financial Management (OFM), and the Office of Equity to create statewide and agency-specific process and outcomes measures to show performance in reducing environmental disparities.
  - Create an online dashboard to publish agency performance measures and outcomes.
- Work with DOH, other covered agencies, OFM, and Office of Equity to establish standards for the collection, analysis, and reporting of disaggregated data for tracking population level outcomes.
- Report to the Governor and Legislature
  - Make recommendations on ways to improve agency compliance with the HEAL Act, including amendments to the HEAL Act, proposed laws, etc.
- Climate Commitment Act:
  - Make recommendations on various components of CCA implementation.
  - Make recommendations on the distribution of cap and invest funds
  - Receive/review various agency reports, including annual reports.
  - Recommend EJ and environmental health goals for programs, activities, and projects funded from the Climate Investment Account.
  - Provide a forum to analyze policies adopted under CCA.
  - Recommend procedures and criteria for evaluating programs, activities, or projects.

## **Structure & Membership**

- Class 1 Group (advisory)
- EJC Community Outreach Coordinator connects with overburdened communities and Tribes.

EJ Council - 16 voting members	
<ul style="list-style-type: none"> <li>• 7 Community Representatives including 1 Youth Representative</li> <li>• 4 Members representing Tribal communities</li> <li>• 2 Representatives who are EJ practitioners or academics</li> </ul>	<ul style="list-style-type: none"> <li>• 1 Representative of a business that is regulated by a covered agency</li> <li>• 1 Representative who is a member or officer of a union representing workers in the building and construction trades</li> <li>• 1 Representative at large</li> </ul>

EJ Council – non-voting members from state government		
<b>HEAL Covered Agencies</b> <ul style="list-style-type: none"> <li>• Health (DOH)</li> <li>• Natural Resources (DNR)</li> <li>• Transportation (DOT)</li> <li>• Commerce (COM)</li> <li>• Agriculture (WSDA)</li> <li>• Ecology (ECY)</li> <li>• Puget Sound Partnership</li> </ul>	<b>Opt-in Agencies</b> Attorney General’s Office (AGO)	<b>“Listen and Learn” Agencies</b> <ul style="list-style-type: none"> <li>• Fish and Wildlife (WDFW)</li> <li>• Recreation and Conservation Office</li> <li>• State Board of Health (SBOH)</li> <li>• WA State Transportation Commission</li> <li>• Pollution Liability Insurance Agency</li> <li>• County Road Advisory Board</li> </ul>

**Staffing**

- 1.0 FTE Manager
- 1.0 FTE Community Outreach Coordinator
- 1.0 FTE Environmental Justice Advisor
- 1.0 FTE Climate Justice Advisor
- 0.5 FTE Administrative Assistant
- Human resources, IT, and communications support from DOH

# LGBTQ Commission

**Website:** <https://lgbtq.wa.gov/>

**Created:** 2019

**Law:** RCW [43.114](#)

**Intent:** “The legislature declares that the public policy of this state is to ensure equal opportunity for all Washingtonians. The legislature believes that the state is responsible for improving its interface with the LGBTQ community, identifying the needs of its members, and ensuring that there is an effective means of advocating for LGBTQ equity in all aspects of state government” (RCW.114.005)

## **Purpose:**

- Improve the government's interface with the LGBTQ community, identify the needs of its members, and ensure that there is an effective means of advocating for LGBTQ equity in all aspects of state government.
- Promote equal opportunity for LGBTQ people in government, education, economic security, employment, and services.

## **Power & Responsibilities**

- **Inform policies** that affect LGBTQ people
  - Monitor state legislation
  - Consult with agencies on the effect of policies, procedures, practices, laws, and rules
  - Provide input, data, and recommendations
  - Coordinate with the ethnic commissions, Women’s Commission, and Human Rights Commission to address mutual issues
- **Advocate for removal of barriers**
- **Hold public hearings**
- **Adopt rules**
- **Liaise between public and private sectors** to eliminate barriers to economic and health equity for LGBTQ people. Consult with nonprofit organizations.
- **Provide resource and referral information** to agencies and the public.
- State agencies are required to assist the Commission. Required to provide notice of proposed rulemaking as well as information gathering (demographics, economic disparity studies, etc.)
- Focus topics
  - Economic and business development
  - Vulnerable communities
  - Data collection on: Youth development, demographics, inequality, aging populations, rural communities

## **Deliverables**

- Maintain information regarding state and federal legislation.
- Recruit and maintain a list of names of LGBTQ people to fill seats on boards and commissions.
- Identify and define the specific needs of LGBTQ: people of color; people with developmental disabilities; seniors; people experiencing homelessness; economic and small business development; veterans and their families.

- Discrimination and harassment policies and trainings
  - Review and make recommendations to state agencies.
  - Maintain a file of policies that meet high quality standards.
- Report to the Governor and Legislature (every 2 years)
  - Commission activities
  - Recommendations for addressing the specific needs of LGBTQ people
  - Input received during public hearings and recommendations for addressing issues
  - Recommendations for preserving the memory and contributions of LGBTQ members lost to HIV/AIDS

**Structure & Membership**

- Located in the Governor’s Office
- 15 members appointed by the Governor
  - Balanced and diverse distribution of race and ethnic, geographic, gender identity, sexual orientation, age, socioeconomic status, and occupational representation
  - 4 legislators (non-voting, advisory role) who support the intent of the Commission: 2 from Senate, 2 from House of Representatives

**Staffing**

- Executive Director appointed by the Governor
- 1 additional full-time staff member

**Funding**

- Power to receive gifts, grants, and endowments from private and public sources

## Commission on African American Affairs (CAAA)

**Website:** <https://caaa.wa.gov/>

**Created:** 1992

**Law:** RCW [43.113](#)

**Intent:** “The legislature declares that it is the public policy of this state to insure equal opportunity for all of its citizens. The legislature finds that, for economic, social, and historical reasons, a disproportionate number of African Americans find themselves disadvantaged or isolated from the benefits of equal opportunity. The legislature believes that it is the duty of this state to improve the well-being of African Americans by enabling them to participate fully in all fields of endeavor and by assisting them in obtaining governmental services.” (RCW 43.113.005)

### **Purpose**

- Serve as a focal point in state government for the interests of African Americans in order to improve public policy development and service delivery to meet their special needs.

### **Power & Responsibilities**

- **Examine and define issues** related to the rights and needs of African Americans
- **Advise** the Governor, Legislature, and state agencies
  - **Make recommendations** on programs, policies, plans, laws
  - Advise the Legislature on issues of concern
- **Establish relationships** with agencies, local government, and the private sector to promote equal opportunity and benefits
- Focus areas
  - Education
  - Health
  - Economic Security
  - Criminal Justice
  - Environmental Equity

### **Structure & Membership**

- 9 members appointed by the Governor
  - Balanced representation based on African American population distribution within the state, geographic considerations, sex, age, and occupation.
  - Staggered 3-year terms, up to 2 consecutive terms.

### **Staffing**

- Executive Director appointed by the Governor
- 2 additional full-time staff

### **Funding**

- Receive gifts, grants, and endowments from public or private sources

## Commission on Asian Pacific American Affairs (CAPAA)

**Website:** <https://capaa.wa.gov/>

**Created:** 1974

**Law:** RCW [43.117](#)

**Intent:** “The legislature declares that the public policy of this state is to insure equal opportunity for all of its citizens... It is the purpose of this chapter to improve the well-being of Asian Pacific Americans by insuring their access to participation in the fields of government, business, education, and other areas. The legislature is particularly concerned with the plight of those Asian Pacific Americans who, for economic, linguistic, or cultural reasons, find themselves disadvantaged or isolated from American society and the benefits of equal opportunity. The legislature aims to help these and all Asian Pacific Americans achieve full equality and inclusion in American society. The legislature further finds that it is necessary to aid Asian Pacific Americans in obtaining governmental services in order to promote the health, safety, and welfare of all the residents of this state.” (RCW 43.117.010)

### **Purpose**

- Improve the lives of Asian Pacific Americans by ensuring their access to participation in the fields of government, business, education, and other areas.
- Be a voice for Washington’s diverse Asian Pacific American communities. Ensure community voices are heard in state government.

### **Power & Responsibilities**

- **Research and analysis:** Examine and define issues pertaining to the rights and needs of Asian Americans and Pacific Islanders (AAPIs).
- **Advisory and Advocacy**
  - Make recommendations to the Governor, Legislature, and state agencies.
  - Advise the Governor and state and local public officials on the development and implementation of comprehensive and coordinated policies, plans, and programs.
  - Advise the Legislature on issues of concern.
- **Education:** Educate AAPI communities about laws, programs, and policies that affect their well-being.
- **Conduit and consultant:** Make government more accessible by serving as a conduit and consultant between AAPI communities and state agencies.
- **Resource:** Be a resource through research and educational materials, technical assistance, agency referrals, casework, and community forums.
- **Gather information** (public hearings, retrieve information from state agencies, etc.)
- **Adopt rules**
  - Serve on task forces, committees, councils.
  - Coordinate and assist with statewide celebrations that recognize contributions by AAPIs.
  - May establish relationships with local government and the private sector.
  - All agencies must assist CAPAA.
  - May appoint a citizen task force.



- Focus topics
  - Civil Rights & Justice
  - Education
  - Health & Human Services
  - Economic Development

**Structure & Membership**

- 12 members appointed by the Governor
  - Balanced distribution of Asian-ethnic, geographic, sex, age, and occupational representation.
  - Take into consideration recommendations/nominations from CAPAA and AAPI organizations.
  - 3-year term
- Executive Committee

**Staffing**

- Executive Director appointed by the Governor based on commission recommendation.
- 2 additional full-time staff.

**Funding**

- May receive gifts, grants, and endowments from public or private sources.

## Commission on Hispanic Affairs (CHA)

**Website:** <https://www.cha.wa.gov/>

**Created:** 1971

**Law:** RCW [43.115](#)

**Intent:** “The legislature declares that the public policy of this state is to insure equal opportunity for all of its citizens. The legislature believes that it is the duty of the state to improve the well-being of Hispanics by enabling them to participate fully in all fields of endeavor and assisting them in obtaining governmental services. The legislature further finds that the development of public policy and the delivery of governmental services to meet the special needs of Hispanics can be improved by establishing a focal point in state government for the interests of Hispanics.” (RCW 43.115.010)

### **Purpose:**

- Improve public policy development and service delivery to the Hispanic community.
- Be a voice for Washington’s Hispanic communities. Ensure community voices are heard in state government.

### **Powers and Responsibilities**

- **Examine and define issues** related to the rights and needs of Hispanics
- **Make recommendations** to the Governor and agencies
- **Advise** the Legislature on issues of concern
- **Establish relationships** and communicate with state agencies, local governments, and the private sector
- **Hold public meetings**
- **Adopt rules**
- Focus topics
  - Behavioral, physical, and environmental health
  - Economic and workforce development
  - K-12 and higher education
  - Law and justice

### **Structure & Membership**

- 11 members of Hispanic origin appointed the Governor.
  - 3-year terms, up to 2 consecutive terms.
  - Balanced representation based on the Hispanic population distribution within the state, geographic considerations, sex, age, and occupation.

### **Staffing**

- Executive Director appointed by the Governor based on the commission’s recommendation.
- 2 additional full-time staff

### **Funding**

- May receive gifts, grants, and endowments from public or private sources.