

Washington State Pro-Equity Anti-Racism (PEAR) Plan & Playbook

1-Page Summary 2022–2027 Version 1.0



Our Vision

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



Our Mission

Promote equitable access to opportunities, power, and resources across government that reduces disparities and improve outcomes statewide.

Our Values

Access + Belonging + Dignity + Equity + Justice + Love + Ubuntu

Our Goals



Reduce disparities in public contracting, public education, public employment, and public services. [–Executive Order 22-02](#)



Improve outcomes that benefit all tribes, communities, and employees of Washington’s PEAR ecosystem. [–Executive Order 22-04](#)

Overall PEAR Ecosystem Strategies



1. Implement a pro-equity, anti-racism framework in partnership with relevant communities and organizations



2. Embrace continuous learning, growing, and pivoting



3. Consistently assess your equity impact



4. Make values driven, data informed upstream investments



5. Be transparent, accountable, and operate with urgency

Access the full PEAR Plan & Playbook and additional resources at <https://equity.wa.gov/online-toolkit>

Pro-Equity Anti-Racism (PEAR) Ecosystem

Access
Justice
Ubuntu
Equity
Love
Dignity
Belonging

1. PEAR Values

Healthy and nourishing rainfall supports the growth of life on Earth. **Like rainfall, pro-equity anti-racism values create the possibility for all people to flourish and achieve their potential.**

2. PEAR Service Lines

Shaped by rainfall, the landscape has a foundational influence on which types of organisms thrive. **Pro-equity anti-racism service lines are government policies, practices, people, and systems that powerfully influence who is able to flourish and achieve their full potential.**

Community is the guiding light for planning, implementing, continuously improving, evaluating, and measuring government actions to achieve pro-equity anti-racism outcomes in the state of Washington.

4. PEAR Ecosystem Outcomes

All people in Washington flourish and achieve their full potential, embody pro-equity anti-racism values, and enjoy peace, prosperity, and possibility now and for generations to come.

3. Determinants of Equity

Just as a tree needs soil and nutrients, root systems, trunks, and branches to sustain its growth, achieving pro-equity anti-racism outcomes requires cultivating the **determinants of equity** (below) through investments in pro-equity anti-racism service lines.

Equity In State & Local Practices
Early Childhood Development
Quality Education
Equity In Jobs & Job Training
Health & Human Services
Food Systems
Parks, Recreation & Natural Resources
Healthy Built & Natural Environments

Transportation & Mobility
Economic Justice
Strong, Vibrant Neighborhoods
Housing & Home Ownership
Community & Public Safety
Equity in Justice Systems & Laws
Digital Equity

Our Methodology

As a government system, we are investing in our pro-equity anti-racism (PEAR) service line priorities to achieve pro-equity anti-racism outcomes that we will measure using values-driven, community-centered data and reinforce through our habits.

Pro-Equity Anti-Racism (PEAR) Service Lines

- Leadership, Operations & Services
- Plans, Policies & Budgets
- Workforce Equity
- Tribal Government Relationships
- Public Communications & Education
- Facilities & Systems Improvements
- Policy Agenda
- Building a Racially Just Washington
- Capacity Building
- Data & Strategy Reporting
- Engagement & Community Partnerships

Equity Impact Assessments

A five-step equity impact assessment (EIA) process that blends numerical (quantitative) data and descriptive community language (qualitative) to inform agency planning, decision-making, and implementation of actions that achieve equitable access to opportunities and resources that reduce disparities and improve equitable outcomes statewide.

Equitable Lean Continuous Improvement

We are committed to using Lean principles and tools to create and continuously improve equitable processes and practices that embed Pro-Equity, Racial Justice, Access, and Belonging into the culture of our state's public service delivery system.

1. SCOPE

Scope the reach, intensity, and duration of the proposed action.

2. ANALYZE & PARTNER

Analyze equity conditions and partner with community.

3. CO-CREATE

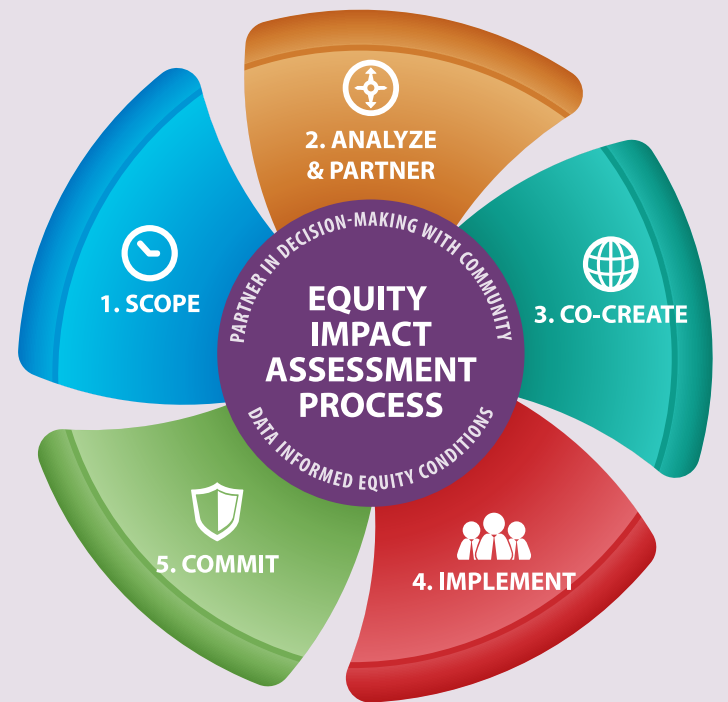
Co-create and partner in decision-making (design, planning, and implementation) with employees and/or communities impacted by the proposed action (e.g., plans, policies, and practices).

4. IMPLEMENT

Are we staying connected (e.g., communicating, engaging, assessing efficacy) in the advancement of pro-equity anti-racism with the employees and/or communities impacted by the proposed action?

5. COMMIT

Commit to equitable lean continuous improvement that tracks agency data in performance measured outcomes.



Impact of Service Line Investments on Determinants of Equity

What will your agency investments impact?

Everyone in Washington has full access to:

- Opportunity, power, and resources to flourish and achieve their full potential
- Health, wealth, and well-being
- Peace, prosperity, and possibility for generations to come

Trunk

Main systems for supporting the growth of individuals, families and communities.

Equity in Community Support Systems

- Healthy Built & Natural Environments
- Early Childhood Development
- Quality Education
- Food Systems

Soil & Nutrients

Strong investments in government policies, practices, people, and systems (PEAR service lines) nourish a pro-equity antiracism system.

Equity in Government Policies, Practices, People & Systems

- Equity in state and local practices (including regional, county, city & municipal practices)

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Branches

Strong individual and family systems and community investments that help people grow and flourish.

Equity in Family Support Systems

- Community & Public Safety
- Health & Human Services
- Housing & Home Ownership
- Strong, Vibrant Neighborhoods
- Parks, Recreation & Natural Resources

Root System

Fortifies and distributes opportunity throughout support systems, families, and communities.

Equity in Community Infrastructure

- Economic Justice
- Digital Equity
- Equity in Justice Systems & Laws
- Transportation & Mobility
- Equity In Jobs & Job Training