



STATE OF WASHINGTON
— OFFICE OF GOVERNOR JAY INSLEE —

A Message from the Governor

November 30, 2022

President Lincoln’s call for a government “of the people, by the people, and for the people” remains a unifying vision across our country, but it is a vision that requires constant work and reflection. We believe in the disability justice call to action, “nothing about us, without us.” This means we are committed to partnering with those who have been historically and systematically excluded in government decision-making.

It is why, in December 2020, I declared that Washington will be an anti-racist state and committed to take actions that hold our state to that commitment.

This work began with learning how to strengthen partnerships within our own agencies. Thanks to the Office of Equity, we have engaged thousands of state employees and community members to develop Executive Order 22-04, and Washington’s PEAR Plan Ecosystem & Playbook. The final PEAR P&P is scheduled to be released by the end of 2022.

Our PEAR Plan & Playbook positions us to build equity into our services, systems, and operations to make sure Washington is a state where every person has equitable access and opportunities. It provides a roadmap, an online toolkit, and other resources. State agencies and other stakeholders across Washington can use these to collectively measure progress toward our shared equity goals — especially in public contracting, public employment, public education, access to public services (Executive Order 22-02).

We will no longer replicate and reinforce systems, processes, and behaviors that create barriers to state government services and inequities based on race, ethnicity, gender, and other characteristics.

By holding all executive cabinet agencies accountable for reducing disparities across state government, using input from communities served by state government, together, we will make Washington the best place to live, learn, work, and play.

I invite other statewide elected officials, institutions of higher education, agencies of the judiciary, agencies of the Legislature, and boards and commissions to join us in this PEAR-active approach to disrupt longstanding injustice and inequity statewide and across state government.

I look forward to rolling up my sleeves alongside you to create a PEAR ecosystem in Washington state. This will not only make us better agencies, but it will make us better public servants. Let’s get to work.

Very truly yours,

Jay Inslee
Governor