



Washington State  
**OFFICE OF  
EQUITY**



# **COMMUNITY OF PRACTICE**

**Presented by the Equity & Belonging Team**



# Shared Power Team



**Rauneisha  
Larkins**  
She/Her/Diva



**Sabrina  
Njoroge**  
She/Her/They



**Amber  
Ortiz-Diaz**  
She/Her/Ella



**Jean  
Paul**  
He/Him/His

**"Change will not occur if just one person or department is assigned the duties of advancing equity.**

**Teams within every department must be sufficiently knowledgeable, equipped with the necessary tools, and given responsibility for incorporating racial equity policies and processes into their regular job duties if a jurisdiction is to advance its goals successfully."**

***-GARE, ADVANCING RACIAL EQUITY***

# PURPOSE

Participation in this community of practice will strive to;

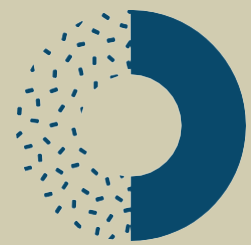
1. Increase Understanding
2. Increase Skillset
3. Increase Capacity Building

to develop Washington State into a Pro-Equity Anti-Racism (PEAR) Ecosystem while utilizing and embedding the PEAR Framework.

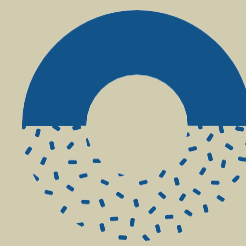


# “Why am I here?”

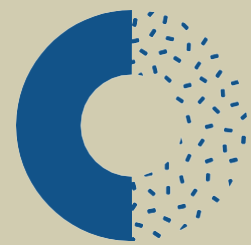
You are someone who strives to make Washington THE first state dedicated to true PEAR outcomes.



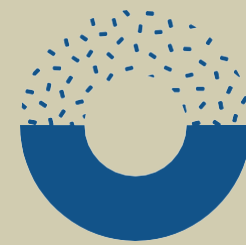
**DEI  
Practitioner**



**PEAR  
Consultant**



**Equity Manager**



**Community  
Leader**

# HISTORY COMMUNITY OF PRACTICE

## 2023 - Present



# GOALS

## COMMUNITY OF PRACTICE



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### GOAL 1

**Work together to identify determinates of equity to bridge gaps in programming**

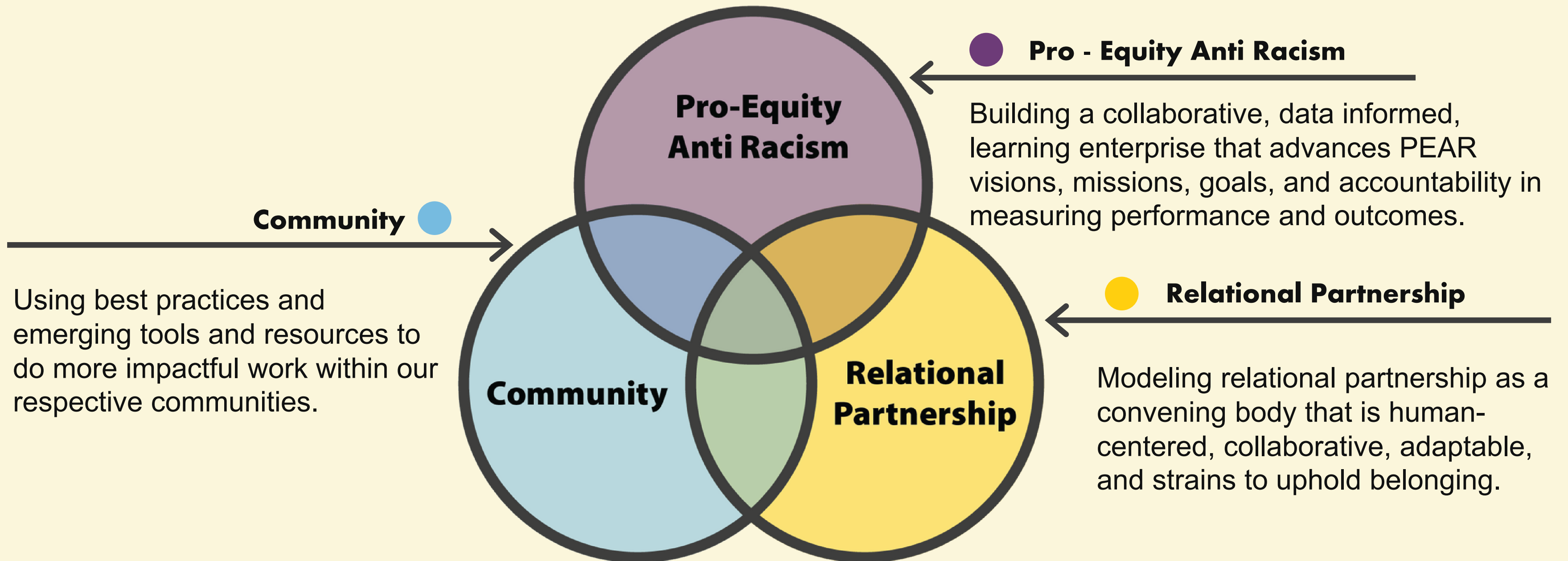
### GOAL 2

**Statewide network and collaboration through recruitment and engagement**

### GOAL 3

**Discuss best practices for pro-equity, anti-racist ecosystems in community engagement & state enterprise.**

# STRATEGIES COMMUNITY OF PRACTICE





# KEY TAKEAWAYS

- Collaboration & feedback loop
- Best practices shared between government & community
- Shared vision for making Washington the 1st E&B state



# 2024 SCHEDULE

- JUNE - No CoP Meeting (Juneteenth/DEI Empowerment Conf.)
- **JULY 17**
- **AUGUST 21**
- **SEPTEMBER 18**
- OCTOBER - No CoP meeting (OOE Convening in Yakima, WA)
- **NOVEMBER 20**
- DECEMBER - No CoP Meeting (Holidays)



# QUESTIONS?



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[www.equity.wa.gov](http://www.equity.wa.gov)



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