



## **Community of Practice Kick-Off Suggestions**

Prompt: Where do you see the CoP going? What do you want to see out of the CoP?

### **Equity Best Practices/PEAR/DEIB/BRGs**

- Visibility of agency PEAR plans across agencies for learning in this community would be such a value
- How agencies are incorporating DEIB and what specific practices they are implementing!
- I would love to hear about how other agencies are incorporating EDAIB into their processes/practices and what tangible ways I can foster equity and allyship where I work/live.
- Access to agency PEAR plans across agencies for learning in this community would be such a value - and a behind the scenes look at their creation!
- Would also love to hear of any updates from OOE that pertain to PEAR/DEIB work in agencies and what we need to do to align with these updates/requirements
- normalizing DEI into our work
- Community of Practice Cohort: PEAR CoP Cohort: Support and Co-Resources for tired advocates Cohort: Intersectional BRGs

### **Equity in Processes and Actionable Items**

- What is the specific ask of us, the attendees, that we can do before the next Community of Practice meeting?
- Initiatives, cohorts, breakouts, action items, and speakers
- Would love to learn actionable tools to implement DEI mindset, culture and techniques into everyday work.
- learning from colleagues and hearing the DEIB work we are doing in our respected agencies. Guest speakers, cohorts, breakouts.

- I'm tired of talking, I want to do. What solid things can we do? I want to see accomplishments. I want to see all of the WA leaders come together. GARE, ORESJ, DEI leaders. I want to participate in subcommittees to make something happen.
- I would love to explore (or learn about) the role of HR departments and the power they hold around equity matters like hiring, and other equity-related matters like language testing for employees, employee resources, harassment issues, etc.
- I love this point, I really would love to see actual concrete actions, not just a lot of tools and philosophical discussions that don't really lead to any material change
- Lets use that newness to erase these "understandings" people have about what can't be done, and lets move into forcing admin to explain WHY they can't think about this accurately. The class analysis is lacking, so lets serve it to them and force change towards the positive outcome through the focus on expenditure reviews.
- The training on what the 15 Traits of White Supremacy and Alternative Behaviors is available for Commerce employees. This training is based off of Dr. Okun's work. :)
- Well and towards embedding it in our work, lets work less and spend more time in the community. I'm so tired from working 40 hours a week I dont' get to be who I want to be more than 1 day a week cause I need to rest 1 day and catch up on my house work 1 day, leaving just a few evening hours a week for community experience.
- look at your performance measures. embed equity in data tracking and measurements, reporting, etc. this is a good way to help make change durable when it is something that is tracked as it will drive how work is performed.
- We need to take a hard look at our state practices which are very exclusionary. Inaccessible application requirements (careers.wa.gov) mean we're supporting discrimination instead of placing resources towards making our recruitment inclusive and accessible - just as a for instance.
- L&I has 3,000 employees, and our Equity and Belonging office is a paid office of 1. We need to create an expectation that these offices are adequately resourced!

## **Equity in Leadership/Preventing Burnout/Navigating Resistance**

- On top of sharing ideas and learning/unlearning, I would love to see this group be a space for community care/preventing burnout. We hear a lot of "no" and it can get discouraging. It would be great to have a space where we can celebrate small wins and resiliency

## **Equity in Statewide Initiatives**

- I would LOVE it if this CoP helped the Enterprise align our thoughts, actions, definitions, policies, etc.
- I am interested in learning more about analysis tools (Title VI, EJ, HEAL Act, etc.) to comply with state and federal mandates and discussing/collaborating on how to go above and beyond compliance.
- It could be helpful to make connections through COP that can lead to further connections between participants outside the meeting (collaborations, smaller group convos, Slack/Discord threads, etc.)
- I would love it if the CoP can identify specific projects, trainings, and policy creation for people from the CoP to self-select into. For example DCYF created an amazing Community Compensation Forecast Tool and WaTech has an incredible Data Ethics Collection tool and if we can add to this that would be really powerful.
- I'd also like to see this community as a place that initiates wider action and budgetary commitment to these goals. All too often passion projects mean that there is less funding allocated because you can get people to do it in their 10% of other duties as assigned
- Collaborating on strategies to assure that this work continues throughout and into the next governor's administration, regardless the outcome.
- Developing off of an outline/ basic plan and scaffolding so people can build without the labor or rigidity...scaffold, not walls
- MENTORSHIP and intentional intersectional efforts



- I'm curious about the intersection of HEAL Act implementation and Equity and Environmental justice requirements, the intent of centering on tribes and community organizations and members, and the interests of this group
- A means to deconflict schedules and break down silos.

### **Relational Partnership/Co-creation/Psychological Safety**

- a space for the practitioners in this work to be able to support one another. We don't have many opportunities to decompress, center ourselves, give each other virtual hugs, share laughter and tears....
- I would like to see us having a safe space for us to share our concerns and to talk things through that we as a State are going through.
- I love the idea of sharing and coming together to support each other, co-create, and build in tandem with each other.
- We'd like to make sure we aren't overburdening the SAME communities (outside of our agencies) and want to collaborate with you all to engage community members in meaningful ways that benefit all of our agencies and all of our communities (of Washingtonians)
- A network of partnership and support to have a unified front to build out this book of work for Equity and Justice for all!
- A place first to feel we can join forces! Second, to bounce ideas and creativity among our best minds. And lastly, to refresh, rebuild, and find the energy we need to do our jobs in the space
- I'm interested in having conversations about continuing this work regardless of any potential changes in priorities at the state level after elections.
- I think this work can be highly derisive, even for those who are doing the work. I'd like to make this a space for us to come together.
- I'd much prefer to get on the same page, before sharing resources
- If any agency has a set expectation statement around equity and belonging work within your agency for position description, especially for the management level positions, please share! I'm with WA Dept

of Health, and the agency has core competency for PDP and we are working from that to craft and appreciate inspiration and examples.

- I also appreciate this statewide community to share and grow and support each other...this work is ongoing and sometimes exhausting. Community is everything
- In addition to being a safe place to embrace discomfort and learn, I'd like to it be a place to share best practices and lessons learned in implementation within our work, both as a group or perhaps in formal or informal sub groups that allow for more direct collaboration and cocreation. A place to think about truly taking equity from buzz words to actions and accountability that impact change.
- I would love an equity mentorship connection here. I think we have all done the best making mentors we can but need more to grow. It would be nice to have that formalized, along with other resources that help equity practitioners continue to grow in our own learning with others who are also at a high level of equity fluency
- Would love to see some project for (primarily white ppl) to reach for (build relationships with, listen to, support) our white sisters and brothers, especially those not on the DEI train. Not sure if this is the right place for something like this...
- Having a space to inspire and refresh is good, but actions and projects will change the world.