

Creating Equitable Program Outcomes

Data Equity and Agency Accountability

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EQUITY ANALYST

OCTOBER 15TH, 2024 OFFICE OF EQUITY CONVENING



Washington State
Department of
Commerce

Agenda

3:00-3:05: Introduction

3:05-3:30: Building Equitable Program Outcomes

3:30-3:50: Panel Discussion

3:50-4:00: Q&A



Introduction

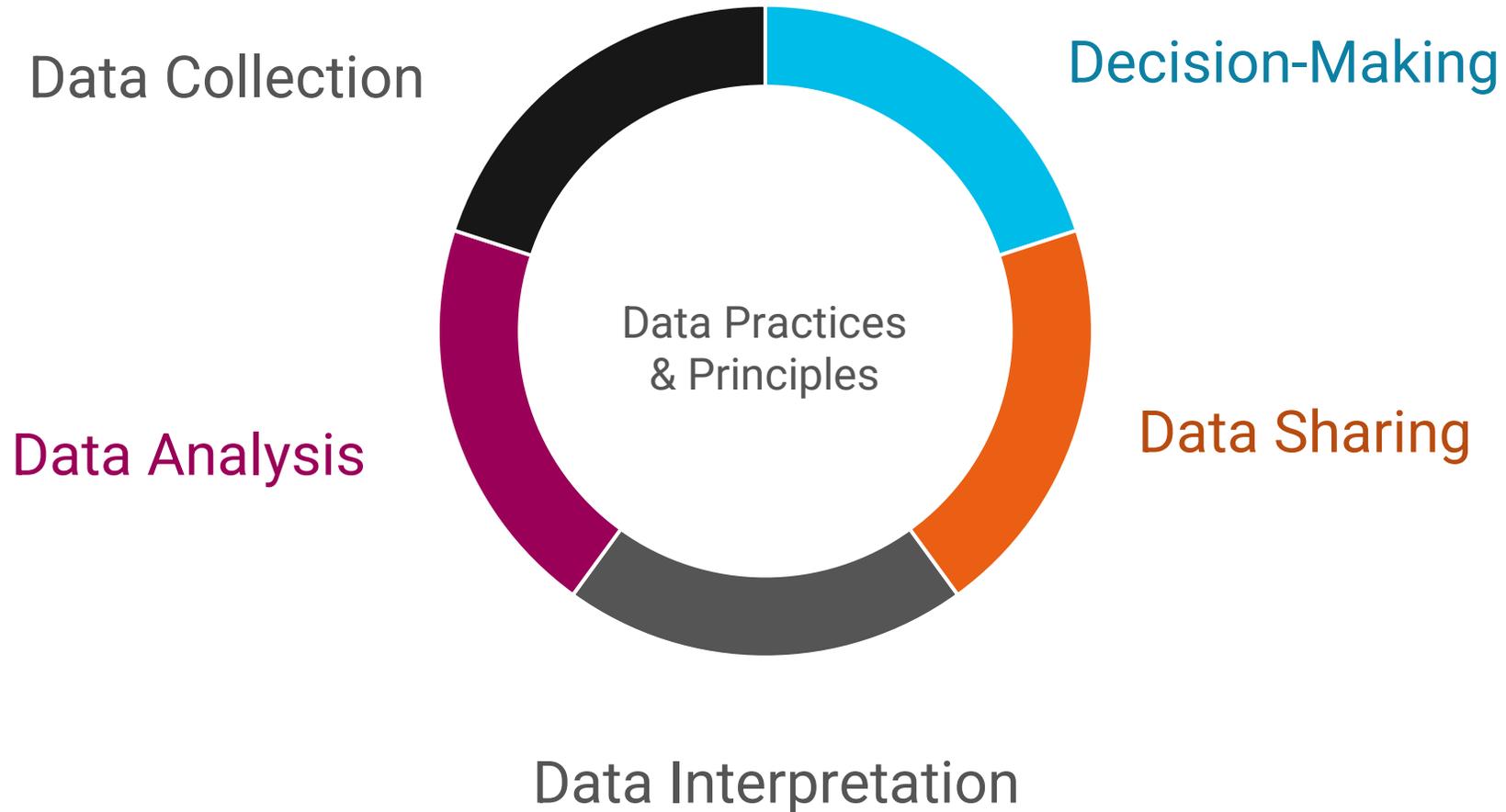


NiRae Petty

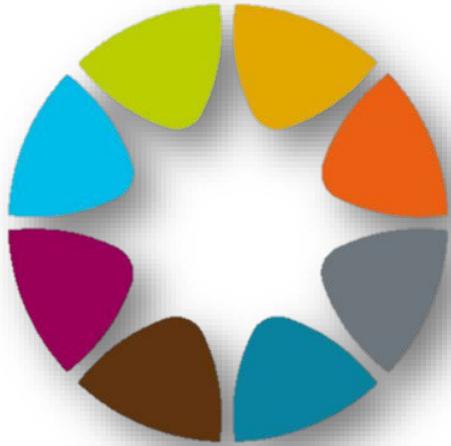
(she/her/they/them)

- Community Member
- Community Advocate
- Former EJC Member
- Equity Analyst

Data Equity



Key Equity Questions from Director Fong



- “What are the desired results and outcomes?”
- “What does the data tell us?”
- “How have communities been engaged or are there opportunities to expand engagement?”
- “Who benefits and who is burdened?”
- “What strategies can you implement to change the story?”
- “How will you ensure accountability, communicate, and evaluate results?”

*Direct quote from:
[Equity Statement -
Washington State
Department of Commerce](#)*

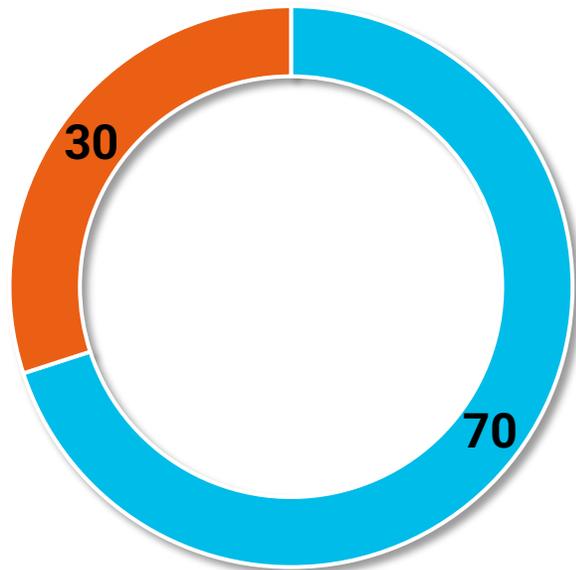
Washington State Department of Commerce

The core mission of Commerce is to *Strengthen Communities*. To accomplish this mission we must embed the values of diversity, equity and inclusion in all aspects of our work.



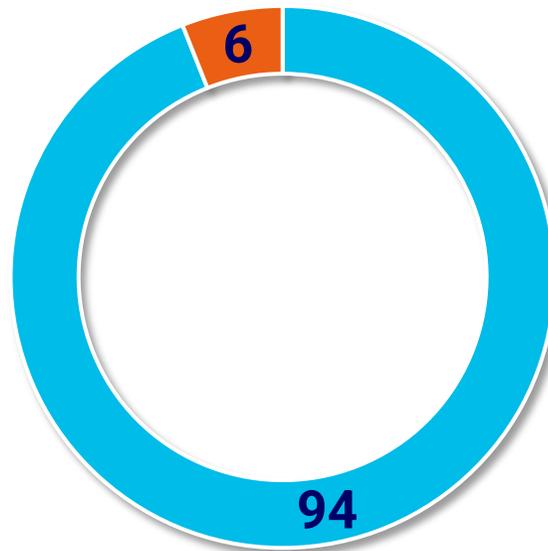
Grants Demographic and Geographic Data Report

Demographic Data



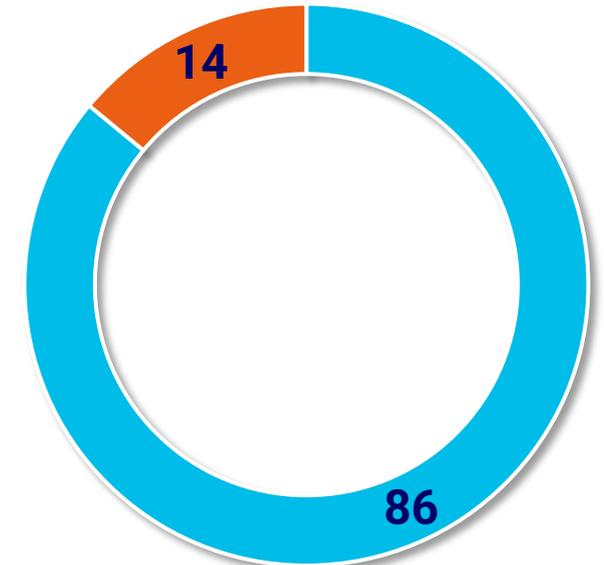
■ Collect some type of data ■ Don't collect

Geographic Data



■ Collect some type of data ■ Don't Collect

State or Federal Funder Reporting Requirements

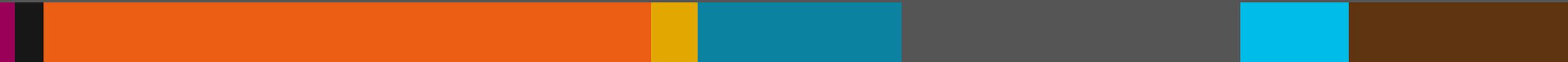


■ Yes ■ No

Equity Assessment Takeaways:

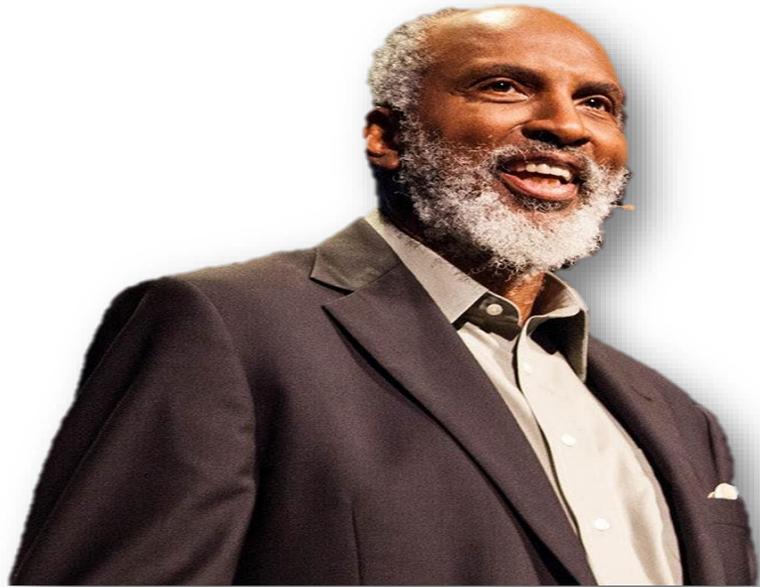
- Resources, capacity, funding requirements, and staff knowledge differ among programs
 - More centralization and cross division collaboration is needed
 - Data is limited and often a barrier for programs
- Recommendations* →
- Must standardize the collection of demographic and geographic data
 - Increasing community involvement
 - Centralized data governance

Targeted Universalism



Targeted Universalism

Setting universal goals that are pursued by targeted means and processes to achieve those goals.



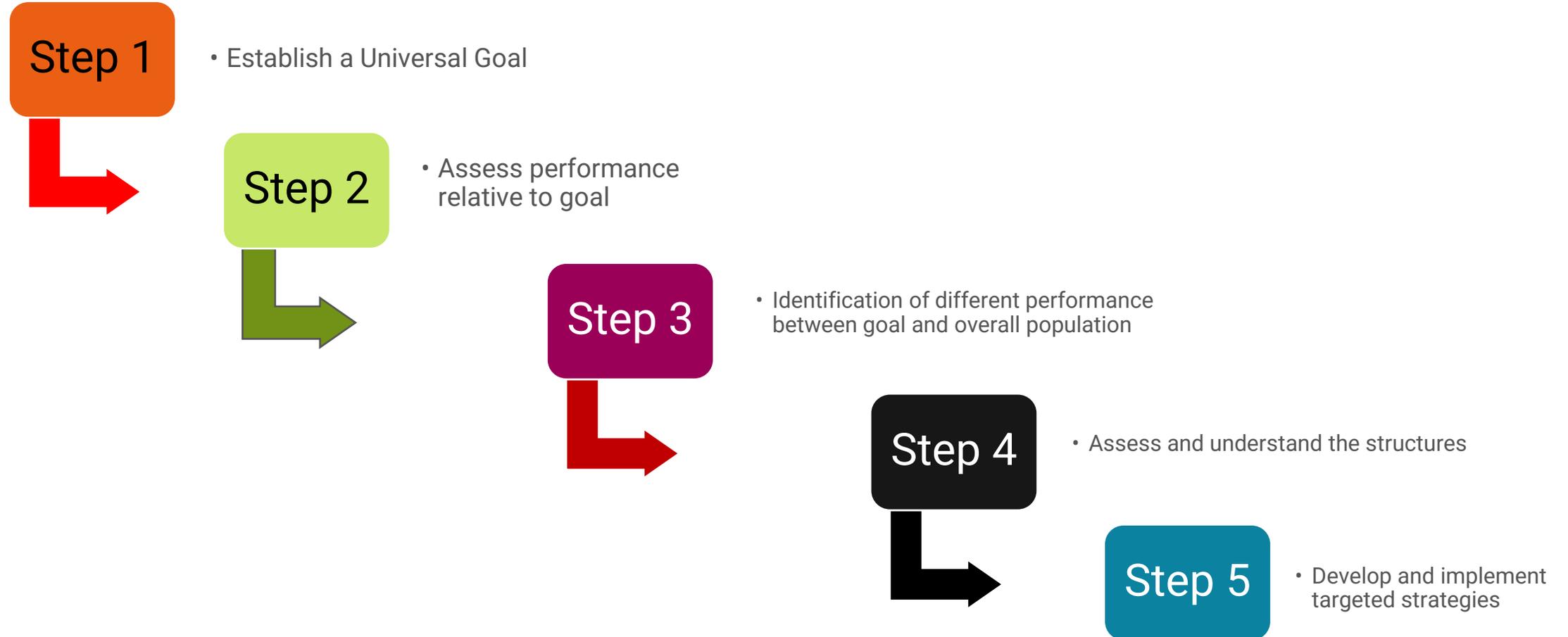
“This is an approach that supports the needs of the particular while reminding us that we are all part of the same social fabric.

Targeted universalism rejects a blanket universal which is likely to be indifferent to the reality that different groups are situated differently relative to the institutions and resources of society.

It also rejects the claim of formal equality that would treat all people the same as a way of denying difference.” – *john a powell*

Image from: <https://bioneers.org/john-powell-celebrating-diversity-create-inclusive-society-ztvz1801/>

Creating a Targeted Universalism Framework



Why Targeted Universalism?

Targeted Universalism

- Shows disparities
- Creates a universal goal for everyone to work towards.
- Identifies what each group of people needs in order to achieve the universal goal.
- Identifies targeted strategies that developed in coordination by each group to achieve the universal goal.
- Require greater networking and collaboration with outside program resources and partners to achieve the universal goal.
- Reduces stress of individual program staff to resolve a universal goal with limited resources.

Traditional Disparities Studies

- Shows disparities
- Emphasizes scarcity thinking through an equality mindset
- Make white people the benchmark or measure of reaching a goal.
- Places ownership and responsibility of outcomes entirely on a single program.
- Often results in punitive outcomes either by assigning judgements of low performance or by punishing people who are too successful.

Equitable Program Outcomes



Why the EPO Matrix?

Create equitable program outcomes

Align the agency with statewide equity initiatives

Report program outcomes to community stakeholders and the Office of Equity

Establish an agency-wide data infrastructure for performance measurement

Matrix Assessment Categories

Baseline

This part of the assessment does an analysis on the current program by identifying starting points for the program's future progress and performance.

Goals/Objectives

This part of the assessment determines the measurable goals (metrics), long term strategy, and/or guidelines, for the program.

Outcomes/Results

This assessment tracks the progress of the program by measuring the key results (relative to the goals/objectives) within the performance period.

Targeted Strategies

Identifies long-term changes need for the program to achieve desired outcomes.

The State (EO 22.02) has identified 15 SDOEs:



Equity in Jobs & Job Training



Health & Human Services



Food Systems



Economic Justice



Strong, Vibrant Neighborhoods



Housing & Home Ownership



Equity in State & Local Practices



Early Childhood Development



Quality Education



Community & Public Safety



Equity in Justice Systems & Laws



Digital Equity³



Healthy Built & Natural Environments



Transportation & Mobility



Parks, Recreation & Natural Resources

(SDOE): Social Determinants of Equity

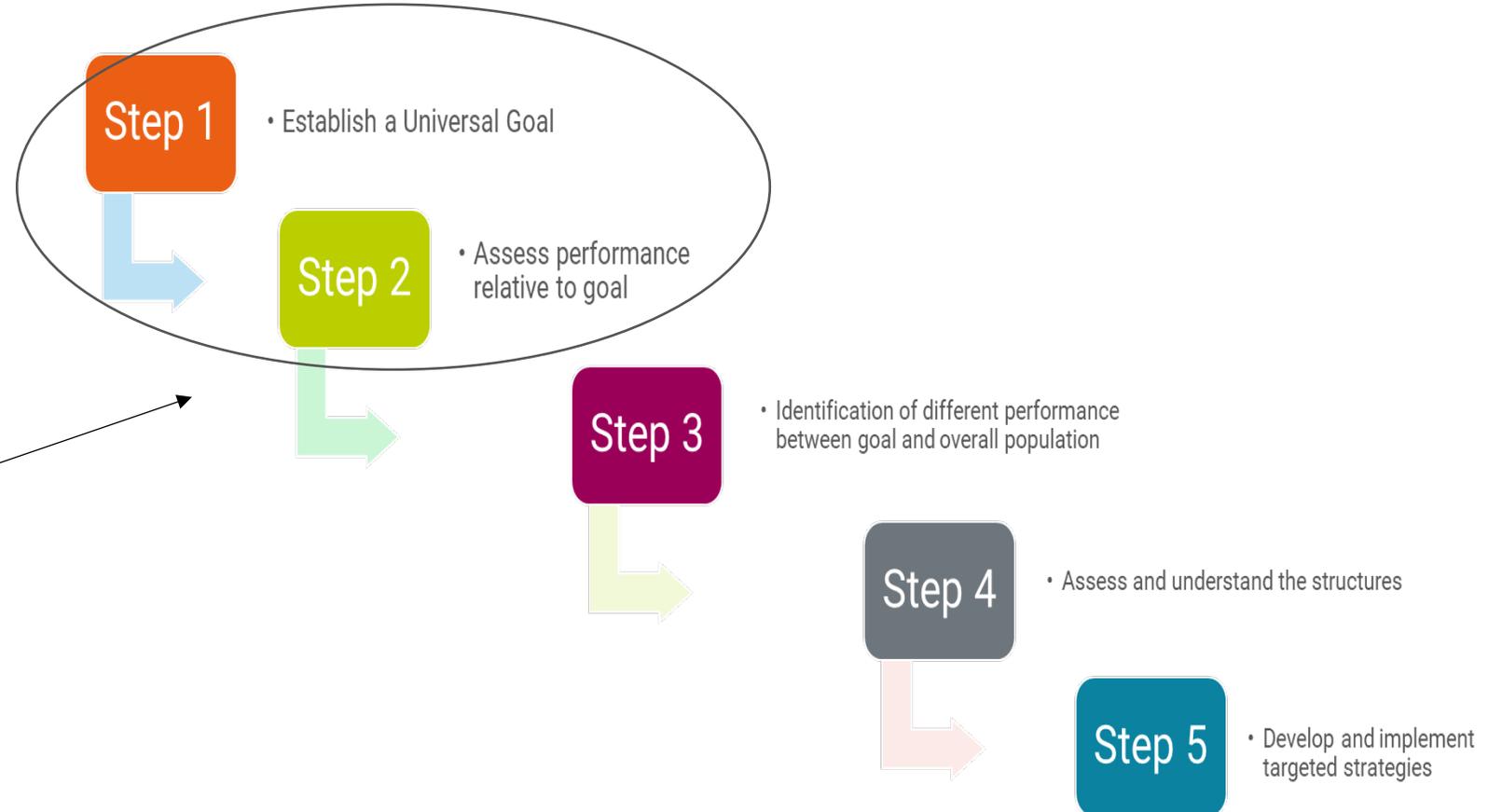
Graphic from the Office of Equity
<https://equity.wa.gov/determinants-equity>

Preview of Matrix Design

Program Name: Program Lead/Manager: Date Completed: OEB Review Date:				Equitable Program Outcomes Matrix													
Category	Assessment Question	Response Type	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
B	Does your program address a social determinant of equity (SDOE)?	Yes/No															
B	What demographic data for this SDOE are you using to track outcomes for your	Open Text															
B	What services does your program provide to address the SDOE?	Open Text															
B	How is your program collecting feedback from communities?	Open Text															
G	Identify the program's legislative directive (if applicable) or program																

Baseline

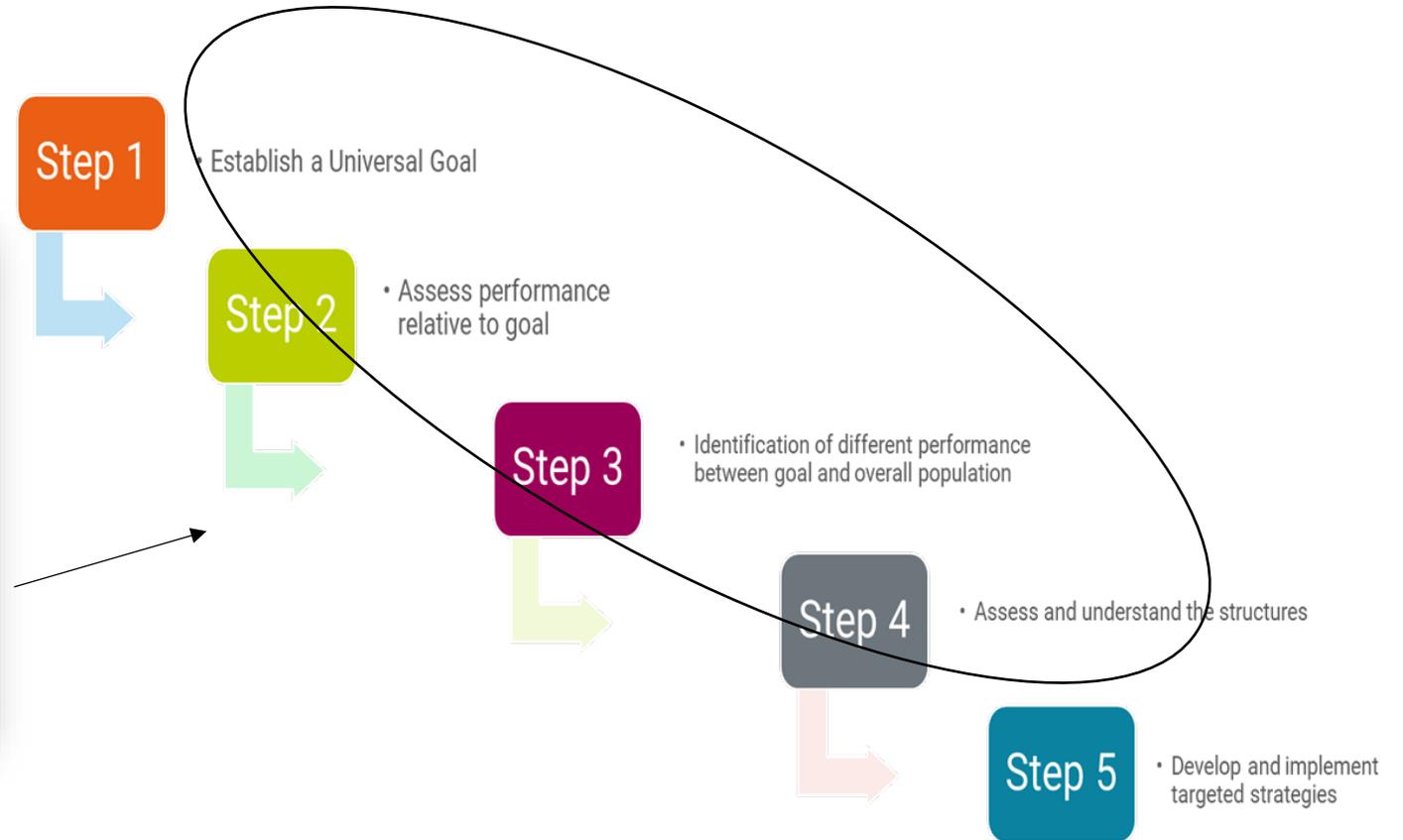
Category	Assessment Question
B	Does your program address a social determinant of equity (SDOE)?
B	What demographic data for this SDOE are you using to track outcomes for your
B	What services does your program provide to address the SDOE?
B	How is your program collecting feedback from communities?



Goals

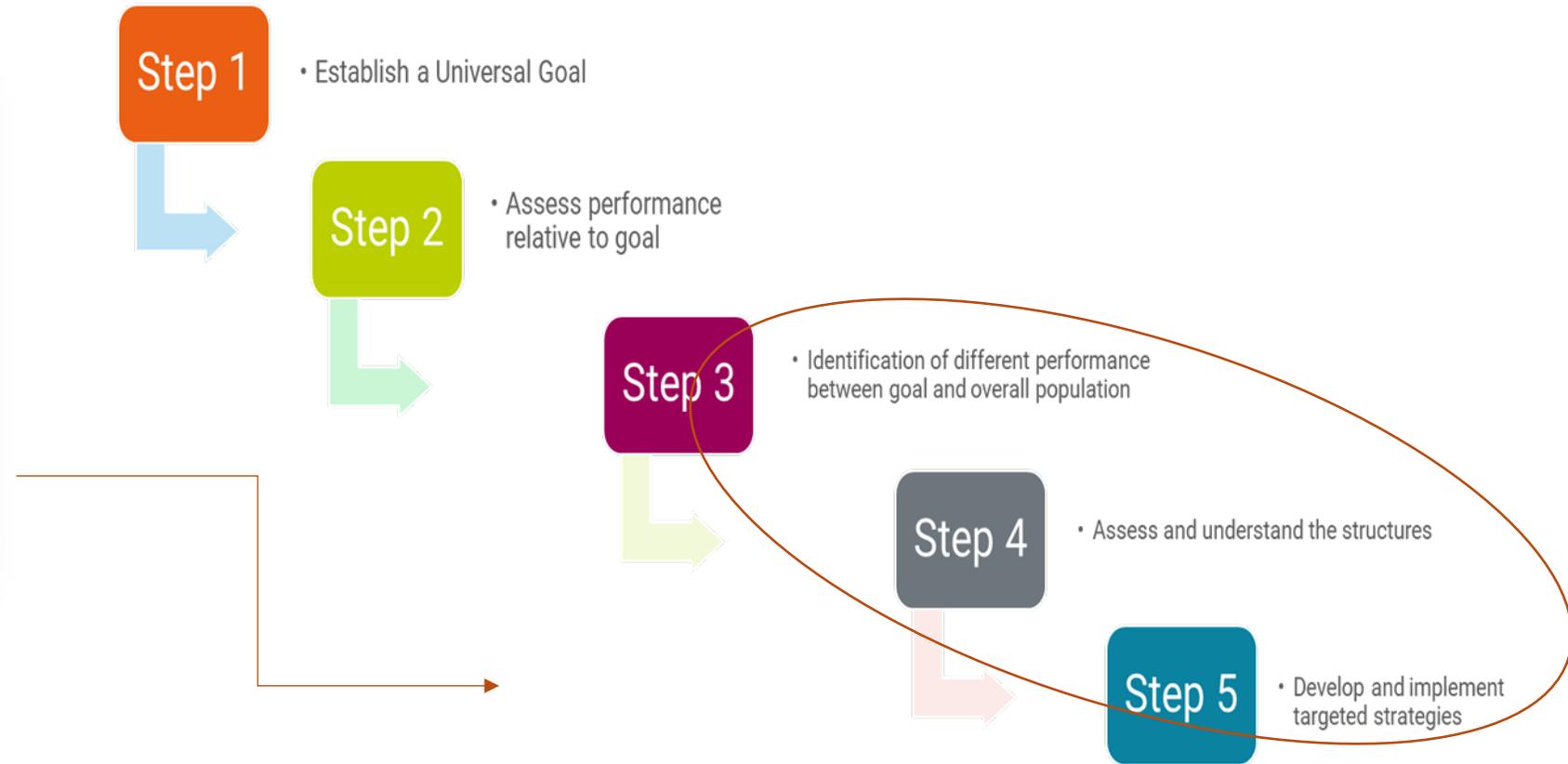
Category	Assessment Question
G	Identify the program's legislative directive
G	Is the program currently on track with fulfilling its deliverables?
G	Is the demographic makeup of the program's grantees aligned with the demographic data for the focus area?

G	Are the services provided aligned with the key performance indicators in reducing disparities in this focus area? If so, how?
G	How is the program building an ongoing relationship with its community stakeholder?



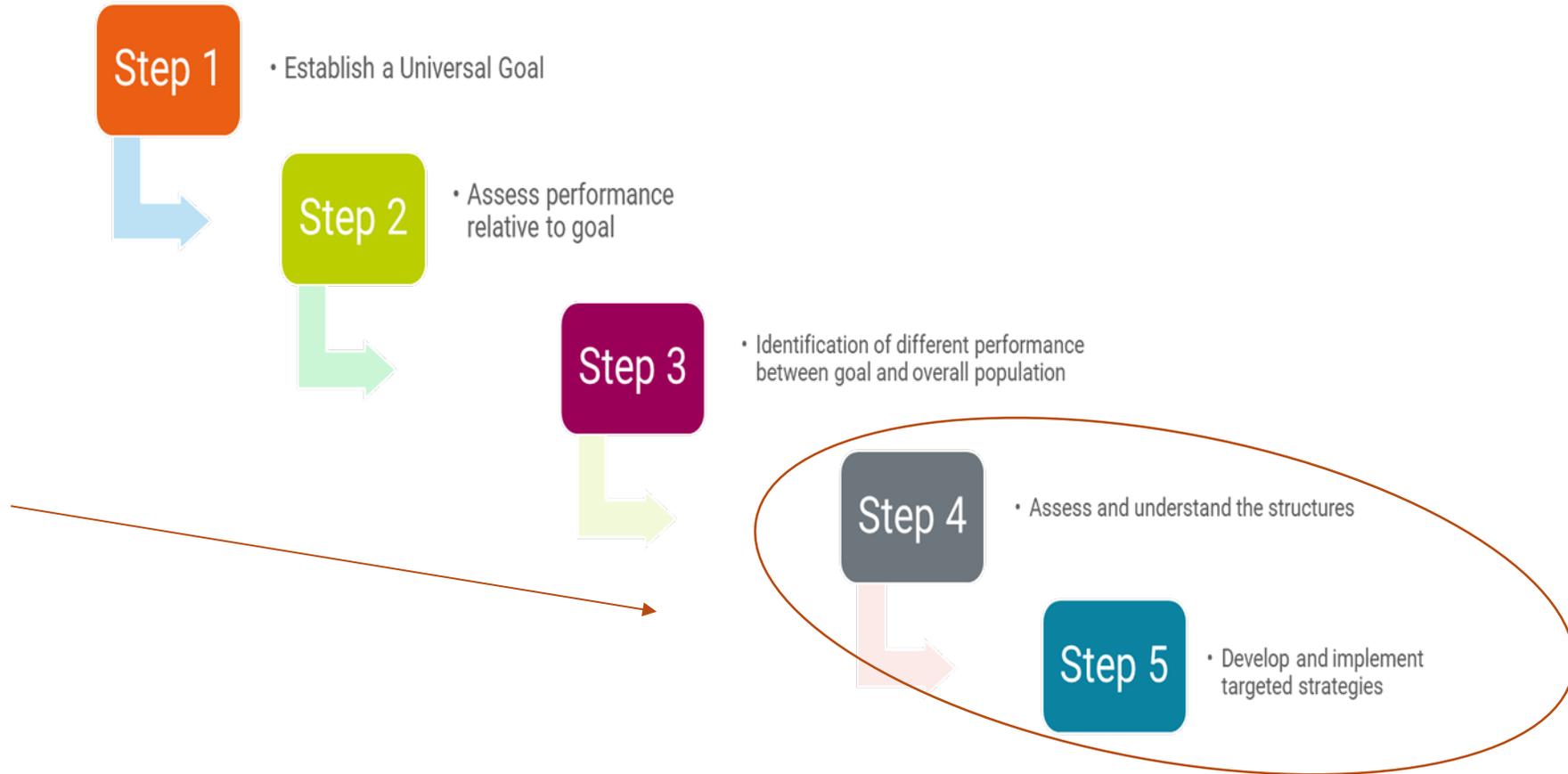
Outcomes

○	Did we fulfill the deliverables of the program?
○	Did we distribute services equitably based on the demographic data of
○	How has communities reported on the program outcomes?



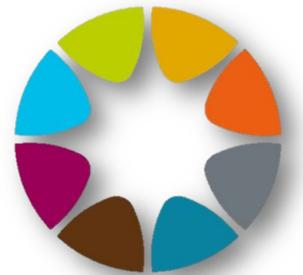
Targeted Strategies

T	Based off community input, what changes can be made to improve equitable program outcomes in the next performance
T	Based off program management surveys, what are some internal areas for improvement at the agency that are hindering equitable program outcomes?



Next Steps for Building EPO Matrix

- **Increase Community Involvement in Data Governance**
 - Need community expertise on:
 - Determining how the agency should move forward in establishing our demographic/geographic data collection methods
 - Guidance for targeting strategies and Key Performance Indicators for reducing disparities in each SDOE
- **More Planning on Data Compilation and Aggregation from the EPO Matrix Findings**
- **Finalize a Strategic Plan for Establishing Commerce's Equitable Data Infrastructure**



Panel Discussion



Meet the Panelists

Dei'Marlon Scisney

CEO of H.O.P Technology Solutions
(Social Impact and Equity Analytics Firm)



Dr. Claudine Richardson

Health Services Consultant, DOH
(Environmental Public Health Disparities Map)



Ji Soo Kim

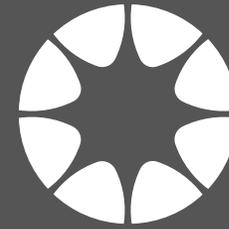
Equity and Social Justice Administrator
(WA State Department of Commerce)



Jeremy Walker

Equity Analyst
(WA State Department of Commerce)





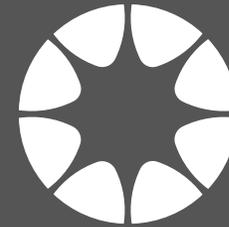
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Questions?

Thank you!



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