



**BE BOLD**



**BE CHANGE**

*WA State Office of Equity Convening - Oct. 15th & 16th, 2024*

Welcome to the  
2024 Convening:  
Be **Bold** . Be **Change** .

*The program will begin shortly*

# Thank you to our sponsors!



**ROSAUERS**  
SUPERMARKETS



WASHINGTON STATE  
Recreation and  
Conservation Office



WASHINGTON STATE  
Department of Services  
for the Blind



Washington State  
Liquor and Cannabis Board

# Megan Matthews

## Director

### Welcome



# Yakama Warriors

## Post Colors





**Chairman Jerry Lewis**

**Yakama Nation**

**Invocation**

# TraeAnna Holiday

## Communications

### Director

**MC**

**Introduction**



# Dana van Ness

## Office of Equity



**Mindfulness**

**Andrew Chin**

**Deputy Director**

**Relationship**

**Building**



# Get to know your neighbor

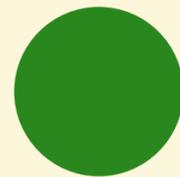
- What's the last cultural activity you participated in?
- What do you enjoy doing outside of work?
- How have you centered equity in your role, family, and/or community?
- If money didn't exist, what would you do?
- What are your three favorite bands and why?



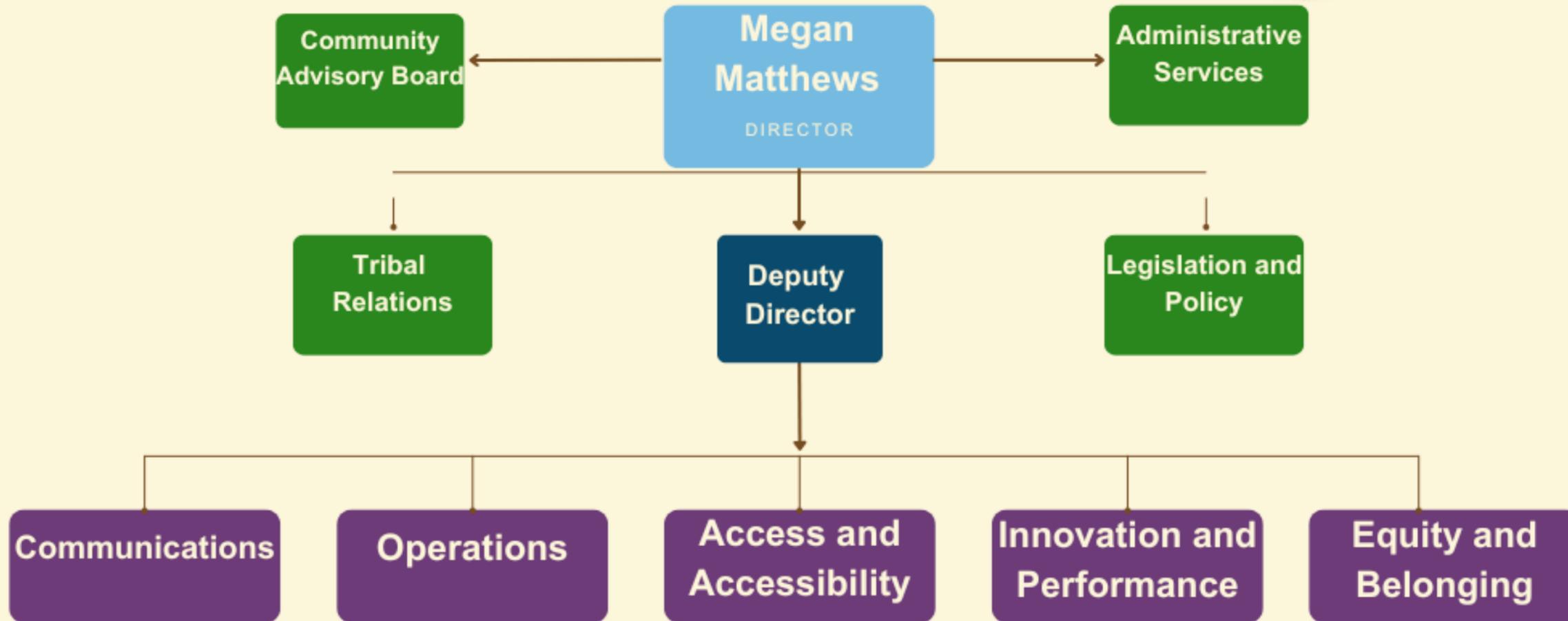
# 2024 Annual Report

# Office Updates

- We established our first organizational chart and focused on getting fully
- staffed



# EQUITY ORGANIZATIONAL CHART



# Office Growth

Our staff grew from 12 to 40 employees this year! We are a diverse office and we work to build a welcoming environment for all.



# Our Plan

We developed our first Strategic Plan to align office efforts and improve transparency of office actions and activities

Arizona.gov | State



OFFICE OF  
EQUITY



# STRATEGIC PLAN

2024-2025



# 2023 -2024 Highlights



Modeling the way



Co-Creating



Bringing Accountability

# Modeling the way

Digital Equity Campaign

We used multiple  
communications channels to  
spread the message  
throughout the state and into  
hard -to -reach communities

# Co -Creating

We launched our Annual We

the People Convening -

bringing government and

community together

We collaborated with

contracting professionals to

find ways to improve state

contracting and increase

supplier diversity

# Bringing Accountability

We developed our  
consultation process and  
began supporting all state  
agencies on their PEAR work

We established a reporting  
cycle that sets agencies up  
for success

# A Look Towards the Future

Grow our communications reach statewide to engage and inform all who live in Washington on our activities

Keep collaborating to improve equity in Washington state's hiring practices and improve Washington's equity competency

Convene partners to work on our Universal Access Plan

Continue work to improve access for small businesses to Washington's contracting system

Build out our accountability framework to track activities and outcomes in relation to our 15 determinants of equity

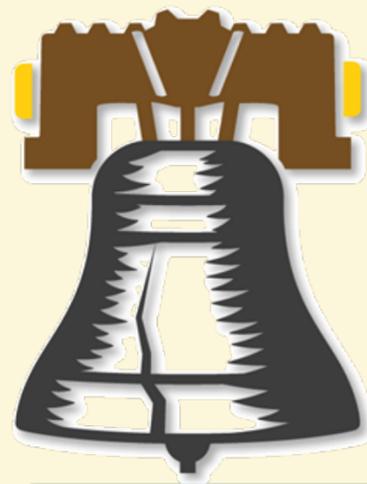
The background features a light cream color with abstract, organic shapes in yellow, green, and blue. These shapes are positioned primarily at the corners and edges of the frame, creating a modern, artistic feel.

# Annual Report Video



**Thanks to the  
team & video  
production staff!**

# Resource Tables



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**BREAK TIME!**

**WE WILL RETURN IN**

**20 MINUTES**



**Anthony Powers**

**American Equity &  
Justice Group**



**Kamal Patel & Dr.**

**Lily Copenagle**

**Next  
Cycle**



**Rosalinda Guillen**  
**Community to**  
**Community**



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**Please take some time to  
enjoy lunch.**

**We will begin the Townhall at  
1:00pm**

# Welcome to our Townhall participants!

State Agency	Representative
Dept. of Social & Health Services	Terry Redmon, Assistant Secretary
Dept. of Commerce	Marissa VanHoozer, Chief Operations Officer Kendrick Stewart, Deputy Director of Organizational Health
Dept. of Corrections	<u>Yến Huỳnh</u> , Director of Equity Diversity Inclusion & Respect
Dept. of Veteran Affairs	David Puente Jr., Director
Employment Security Dept.	Cami Feek, Commissioner
Healthcare Authority	Louis McDermott, Deputy Director
Office of Financial Management	Michaela Doelman, Chief Human Resources Officer Mia Navarro, Deputy Chief Cultural Officer
OMWBE	Tennille Johnson, Director of Business Diversity & Inclusion



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**BREAK TIME!**

**WE WILL RETURN IN**

**10 MINUTES**

# Townhall Audience Questions

State Agency	Representative
Dept. of Social & Health Services	Terry Redmon, Assistant Secretary
Dept. of Commerce	Marissa VanHoozer, Chief Operations Officer Kendrick Stewart, Deputy Director of Organizational Health
Dept. of Corrections	<u>Yến Huỳnh</u> , Director of Equity Diversity Inclusion & Respect
Dept. of Veteran Affairs	David Puente Jr., Director
Employment Security Dept.	Cami Feek, Commissioner
Healthcare Authority	Louis McDermott, Deputy Director
Office of Financial Management	Michaela Doelman, Chief Human Resources Officer Mia Navarro, Deputy Chief Cultural Officer
OMWBE	Tennille Johnson, Director of Business Diversity & Inclusion



**Thank you all!**



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**BREAK TIME!**

**Breakout sessions will  
begin in 20 minutes**