



Washington State



**OFFICE OF
EQUITY**

S.P.I.C.E. PEAR Up with Shared Power

Equity & Belonging Team

Overview

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Introduction

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PEAR Framework

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"S.P.I.C.E. it up!"

4

**Time permitted,
Q's & A's**



Washington State
**OFFICE OF
EQUITY**

Equity's Mission and Vision

Our Mission

Everyone in Washington has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

Our Vision

Promote equitable access to opportunities, power, and resources across government that reduce disparities and improve outcomes statewide.

Shared Power Consultants



**Rauneisha
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She/Her/Diva



**Sabrina
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Pro-Equity Consultants



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**Will
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He/Him/His

Equity & Belonging Team



Top Left: Jean P., Will W., Sabrina N., Jasmine R.

Bottom Left: Naghmana S., Yeni S., Kalimah U, Amber O.,
Rauneisha L., Onya R., Nicholas V.

Accessibility

We will...

- Monitor the chat
- Verbally describe important points from the presentation during screen shares

We ask that you...

- Feel free to stretch, stand, and take breaks for comfortability
- Feel empowered to use quiet rooms & rest rooms

Questions & Answers...

- Direct your questions to the virtual chat OR if in person, write down questions on paper. Questions will either be answered at the end of the presentation or followed up via email after the Convening
- Subscribe to our office for future Community of Practice discussions for more information and ongoing discourse!



Activity: How to Show Up Authentically

Be Transparent

Transparency is a trust building mechanism. It creates a workplace culture that is more collaborative and trustworthy. It is the manifestation of understanding "we are not perfect."



Assume Good Intentions & Own Your Impact

Center the impact and take responsibility for the harm created.



Speak Your Truth

When you speak the truth, you open the door for self-liberation. Own your words, as the truth will set you free. View others lived experiences as an asset to conversations rather than a liability.



Expect & Accept Non-Closure

Sit in your "uncomfortability." Do not rush to quick solutions.



Remain Engaged

Lean into the discomforts of tough conversations, as these moments are opportunities for self-growth.



Seek to Understand

Show respect by valuing others' perspectives, lived experiences, thoughts and feelings.



Stay Curious

Curiosity broadens knowledge, challenges assumptions, and strengthens engagement.



Check Your Privilege

Take a moment to reflect on the privileges you have experienced in your life are influencing your thoughts and behaviors.



Take Time to Reflect

Taking time to pause and reflect on ourselves helps us to learn from mistakes. It involves intentional analysis of our beliefs and actions. It strengthens our empathy for others and boosts problem-solving.



Show Up & Be Your Authentic Self

Bring your authentic self to conversations. Be transparent about where you are on your journey so others can meet you where you are.



[View on site: How to Show Up Authentically \(wa.gov\)](https://www.wa.gov)



Activity: How to Show Up Authentically

- Identify one value that resonates with you
- Identify one value that you find challenging



PEAR (Pro-Equity Anti-Racism)

Under Executive Order 22-04, the PEAR Plan & Playbook aims to dismantle systemic oppression, prioritize investments in underserved communities, and promote equity for all Washingtonians.



Equity in State & Local Practices



Early Childhood Development



Quality Education



Community & Public Safety



Economic Justice



Equity in Jobs & Job Training



Health & Human Services



Food Systems



Equity in Justice Systems & Laws



Strong, Vibrant Neighborhoods



Parks, Recreation & Natural Resources



Healthy Built & Natural Environments



Transportation & Mobility



Digital Equity



Housing & Home Ownership

Embedding PEAR

Pro-Equity Anti-Racism (PEAR) Ecosystem

Community is the guiding light for planning, implementing, continuously improving, evaluating, and measuring government actions to achieve pro-equity anti-racism outcomes in the state of Washington.

Access
Justice
Ubuntu
Equity
Love
Dignity
Belonging

1. PEAR Values

Healthy and nourishing rainfall supports the growth of life on Earth. **Like rainfall, pro-equity anti-racism values create the possibility for all people to flourish and achieve their potential.**

2. PEAR Service Lines

Shaped by rainfall, the landscape has a foundational influence on which types of organisms thrive. **Pro-equity anti-racism service lines are government policies, practices, people, and systems that powerfully influence who is able to flourish and achieve their full potential.**

4. PEAR Ecosystem Outcomes

All people in Washington flourish and achieve their full potential, embody pro-equity anti-racism values, and enjoy peace, prosperity, and possibility now and for generations to come.

3. Determinants of Equity

Just as a tree needs soil and nutrients, root systems, trunks, and branches to sustain its growth, achieving pro-equity anti-racism outcomes requires cultivating the **determinants of equity** (below) through investments in pro-equity anti-racism service lines.

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

S.P.I.C.E. Model

S Seek New Relationships

P Partner

I Inform

C Connect, Collaborate, Compensate

E Engage

S.P.I.C.E.

Seek New Relationships

Learn and understand how to interact with new communities in a culturally appropriate and respectful manner. Meet communities where they are, not vice versa.



Relationships First

Resources:

- [Relational Partnership In Practice workbook](#)
- [Community Engagement Toolkit](#)
- [Partnership with Centre for Public Impact](#)



S.P.I.C.E.

Partner

Work in a shared decision-making model. Being a partner means sharing in investment, benefit, and risk even if they don't look the same on either side.



Shared Power Principle

Who gets to make decisions?

Lived experience of community

How do we relate to one another?

Relationships first

Who is accountable to whom?

Promote autonomy

How does improvement happen?

Building a culture of continuous learning

S.P.I.C.E.

Inform

Provide updates in an accessible manner and share information that will reach different communities.



Inform

- Tap Into Your Network
- Attend Community Events
- Share Knowledge
- Communication Avenues
- Follow-Up & Follow-Through

S.P.I.C.E.

Connect, Collaborate, Compensate

Make contact to build or strengthen relationships. Focus on co-creation and compensate people in the community for their ideas, time, and energy instead of extracting insights.



Connect, Collaborate, Compensate

- Community Reinvestment Plan
- Healthy Environment for All (HEAL) Act
- Community Compensation
- Community Advisory Board

S.P.I.C.E.

Engage

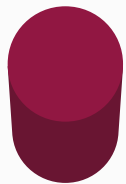
Interact with others through activities or events and listen to understand the perspectives of community members.



Group Activity



Who are YOU?!



GENDER IDENTITY

Male, female, gender non-conforming, etc.



ECONOMIC STATUS

Net worth, earning power



RELIGION

What (if any) belief or practice



NAME

Legal, nickname, etc.



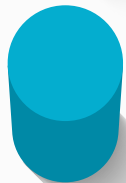
PASSION - CHOICE

What inspires you?



COMMUNITY

Spouses, children, friends, peers, etc.



CULTURE

Beliefs, social forms, traits of ethnic group



PRIVILEGE

Advantages that come with you being you



CAREER/EDUCATION

Career path, degrees, or informal education

Stolen Identity Rules



STEP
01

PARTNER UP

Spread cards out in your hand with your answers facing you, **HIDDEN** from your partner

STEP
02

TAKE 2

Take 2 cards, one at a time from partner.

DESTROY and DISCARD.

STEP
03

DISCUSS

Share what it is like to have those things **TAKEN** from you.

STEP
04

SWITCH

After discussion **SWITCH** roles. Repeat process

Keep remaining 3 cards.

STEP
05

NEW PARTNER

Repeat process

Keep last card

Return to seat



FEEDBACK

Summary

1

**PEAR
Framework**

2

**Shared Power
Principles**

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Thank You!

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