

Hope, Rook (EQUITY)

From: Office of Equity <OfficeOfEquity@updates.gov.wa.gov>
Sent: Tuesday, October 10, 2023 4:02 PM
To: Hope, Rook (EQUITY)
Subject: We The People Convening Registration | Office of Equity Newsletter October 2023



A Message from the Office



IMPORTANT: Office of Equity Convening Registration Below

In 2020, the Office of Equity was established to facilitate policy and systems change to promote equitable policies, practices, and outcomes in Washington state ([RCW 43.06D.040](#)). We use a [pro-equity anti-racism \(PEAR\)](#) framework as a foundation for our work. We support all agencies in applying an equity lens in all aspects of agency decision-making to promote access to equitable opportunities and resources that improve outcomes for all in Washington state ([RCW 43.06D.020](#)).

As we embark on the last quarter of the year, we take time to reflect on our accomplishments, areas for growth, and plans for the year to come. Sharing our work over the last year and showcasing how we've engaged with agencies throughout the enterprise, reminds us why our office was established. We are the first Office of Equity at the state level in the nation. That is embedded in our identity because not one staff member on this team takes it lightly. We know the opportunity is before us to model the way for our state government and others by doing this work the right way. Our whole team is inspired by this body of work before us and we look forward to continuing to work with you all as we bring it to life even more.

In this special issue of our newsletter, read on for information about:

- Office of Equity's 2023 *We The People* Convening
 - Registration
 - Schedule
- Welcoming Belonging
 - *Welcoming Belonging to Washington State* Video
 - *Welcoming Belonging* One-Pager
 - *How We Belong* Podcast
- Relational Partnership Resources
 - *The 7 Pit Stops to Belonging* Video
 - *The 7 Pit Stops to Belonging* One-Pager

Don't forget to stay involved with us on all our platforms: [Instagram](#), [Facebook](#), [LinkedIn](#) & [YouTube](#).

[Sign up for our regularly scheduled newsletters here!](#)



Registration



Registration for the *Office of Equity's Annual Convening: We The People* is now officially open! We have options for virtual and in-person attendance.

Click here to register!

[Please follow this link to register and join us for this year's We The People Convening!](#)

This event will be hosted at the [Greater Tacoma Convention Center](#) located at 1500 Commerce Street, Tacoma, WA, on October 24th & 25th. We look forward to being in community with you.

If you need assistance in registering or have any questions, please send us an email at connect@equity.wa.gov.

Schedule



The Office of Equity will uplift and showcase a wide variety of equity changemakers in Washington State this year. There are so many different people working on equity and belonging within Washington State, and this is just a small preview of the people that we have the honor of collaborating with during our few days together.

During the **first day, October 24th**, of *We The People* we will be hearing from a host of organizations, as well as state agencies who are on a mission to advance equity in Washington. Attendees will learn about resources offered, as well as PEAR pledge booths and activities for attendees to express their dedication to Pro-Equity Anti-Racism practices. Here is just a taste of the orgs and agencies who will be present:

- Creative Justice
- True Blessing
- Heru Heals
- Department of Social and Health Services
- Department of Enterprise Services
- Office of Superintendent of Public Instruction

On the **second day, October 25th**, of the *We The People Convening*, we will provide technical support and consultation to agencies on:

- Communicate on Purpose
- Bridging State to Community through Relational Partnership
- Ins and Outs of PEAR: Networking and Being in Community with Your Peers
- Measuring for Impact and Results

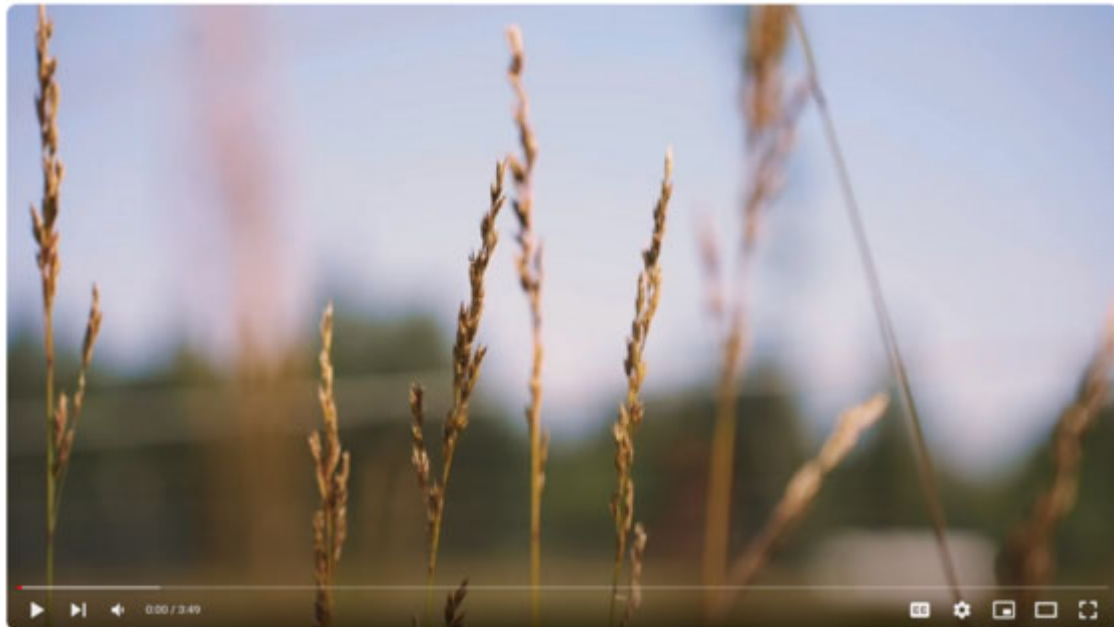
We look forward to you joining us this year as we move the work of equity and belonging forward. See you there!

Welcoming Belonging



Belonging can mean many things. Essentially, it is action-based and creates environments where everyone feels as though they belong. To get there, we have to examine our role, no matter what our job is, and ask ourselves, are we upholding harmful practices or helping to replace them. Here are some resources to introduce belonging. Let's start off on the same page so we can explore the opportunities to embrace and implement belonging for all Washingtonians.

[Click here to watch the video!](#)



Welcoming Belonging to Washington State

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Making Belonging Real



Belonging is a feeling, a value and an action. You feel like you belong, you value belonging for yourself and others and you act in ways that let others know they belong.

Washington state agencies are on the journey of **belonging**.



Together, we advance the feeling of belonging and the building of structures that support belonging by:

1. Building relationships: Be relational instead of transactional. Go where community members and state employees – those who have been most impacted by state policies and processes – are and ask for nothing in return. Instead, take time to learn about them – not what they do, but who they are. Learn more from the Relational Partnership Toolkit.

2. Co-creating together: Do things with people instead of to people. Once you establish relationships, work with people to design, produce, and implement actions, policies, and processes. People must be part of important and critical decision-making processes. The [Pro-Equity Anti-Racism \(PEAR\) Plan and Playbook](#) is the tool [Washington state uses](#) to advance this partnership.

3. Measuring for impact: Evaluate how what we do matters instead of just capturing our activities. What is our impact? Do people feel they had the access, opportunity, and power to inform our processes? How do you know?

We envision everyone in Washington having **full access to the opportunities and resources they need to flourish and achieve their full potential** ([RCW 43.06D](#)).

Join us in transforming Washington to a state where everyone belongs. Together we will achieve equity and justice for all, now and for generations to come.



From Inclusion:

“This is my party. You’re invited, but you’re a guest.”

To Belonging:

“This is our party. We decide the music, we decide the food, we decide the venue, we co-create together ... not showing up as a guest adhering to someone else’s rules and cultures.”

— *john a. powell,*
Director, Othering &
Belonging Institute



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The When We Belong podcast was created as a space to share personal reflections on the work we must do to actualize belonging in Washington state government. The collaborators share their ideas, thoughts, experiences and more as we work together to make belonging real for everyone.

[Click here to listen to the podcast!](#)



When We Belong Podcast: Intro Into Belonging | Season 1 Episode 1

Relational Partnership Resources



Our Shared Power Team, comprised of Rauneisha Larkins, Sabrina Njoroge, and Jean Paul, have created resources to help build relational partnership between and within state agencies and between Washington state government and residents.

We invite you to watch this video:

Click here to watch the video!



Washington State: The 7 Pit Stops to Belonging

As the Shared Power Team put it, “we are thrilled to co-create resources for the enterprise and the community. Our hope is to continue to develop tools and resources to achieve belonging. This work is groundbreaking because it is more than a framework, but a holistic approach on how to embed equity in our work and daily endeavors. Our plan is to join you in this journey to move all Washingtonians towards a belonging state.”

Relational Partnerships

The Seven Pit Stops Toward a Belonging State

Relational Partnership allows individuals, agencies, or groups to work together in a mutually beneficial way to achieve common goals. It creates a sense of shared responsibility and ownership that can lead to long-term success and sustainability. Rather than relying on a traditional checklist mindset, think of these pit stops as a more holistic approach to achieving our goals.

To learn more, go to equity.wa.gov

Belonging

To achieve belonging, we must create spaces where people can be their authentic selves. Through belonging, we make the connections needed for meaningful, sustainable change.

Reflection & Accountability

Accountability is about doing the work of self and organizational reflection to understand how we play a role in oppressive systems and realigning to create pathways for change and healing. When we reflect on our own biases and lived experiences that differ from others, we are able to serve our communities better.

Intentionality

Pivoting our focus to the impact and moving with purpose to continuously incorporate Pro-Equity Anti-Racist values in everything we do (Justice, Access, Ubuntu, Equity, Love, Dignity, & Belonging).

Vulnerability

Being vulnerable means creating an environment where individuals feel safe to take risks, share their ideas, and be authentic without fear of judgment or reprisal. It encourages open communication, trust, and co-creation amongst team members. Vulnerability reflects psychological safety in workplace culture.

Mindset

Changing mindset begins internally and requires self-reflection to change old behaviors, patterns, and thoughts. Mindset also requires a willingness to embrace new perspectives to empower an inclusive environment.

Community

We must utilize the lived experiences of those in the community and co-create solutions that benefit those most affected. In order to be truly equitable, community must be at the center of all of our work.

Healing

Healing takes place when we take responsibility for our actions, understand the harm we've caused, and create opportunities to redeem ourselves. Healing is vital to move towards our future. We must take ownership of the harms created and continue to put in the work to create a better environment for generations to come.

Trust

Trust is built over time. We cannot assume we already have it. It is foundational to co-creation and allows us to show up as our authentic selves. Trust is what gives us confidence when engaging with people and reassures that we treat one another respectfully. Remember, trust is built out in the open, not behind closed doors.

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EQUITY and JUSTICE for ALL

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Thank You For Reading!



Thank you for taking the time to delve into this update from Washington State's Office of Equity.

If you would like to stay plugged in with us, [subscribe to our Office Newsletter](#). If you want to hear from the Office of Equity more often, [we have our Daily Flow that goes out every work day with powerful quotes based on the monthly theme](#). We will be launching our Everyday Equity Feature soon, which will give you regular tips on how to imbed equity into your daily lives. Connect now so you don't miss anything. 😊

We look forward to you connecting with us on social media and following along as we all work together to make Washington a Belonging State.

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