
From: Office of Equity <OfficeOfEquity@updates.gov.wa.gov>
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Welcome to the Office of Equity Newsletter, the April Edition!



This spring we want to take some time to get you up to speed on some of the work we've been up to as an office. As we have been growing our teams, we continue to work towards building our office culture and finding ways to connect through the growth. We are excited to provide options throughout the enterprise to connect, uplift great work, and convene with community. Read more for ways to tap into our efforts!

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

Click here to subscribe to our newsletters!

Event Updates



COMMUNITY OF PRACTICE



Community of Practice Series

The Office of Equity will convene a monthly Equity & Belonging Community of Practice (CoP). This CoP is meant for DEI practitioners, PEAR consultants from state agencies, equity managers, and anyone who strives to make Washington **THE first state** dedicated to true Pro-Equity Anti-Racist outcomes.

Start date: May 15, 2024
From 11:00am – 12:30pm
Every third Wednesday of the month

Participation in this Community of Practice will strive to increase understanding, skillset, and capacity building to develop Washington State into a Pro-Equity Anti-Racism (PEAR) Ecosystem while utilizing and embedding the PEAR framework with **REAL conversation and dialogue**.

Come join us and help create a space that uplifts community, relational partnership, and PEAR outcomes.

If you know of someone who should be at these events: [forward this email and have them subscribe to the Community of Practice series by clicking here.](#)

Be on the lookout for more details but until then **SAVE THE DATE!**

We the People

BE BOLD. BE CHANGE.



Save the date
Oct. 15-16 2024
Yakima Convention Center



2024 Convening Save the Date

The Washington State Office of Equity is excited to announce our upcoming **2024 We the People Convening: Be Bold. Be Change.** This event is an exciting opportunity to support state agencies as they co-create with their internal team members, other state agencies, Washington community members, and organizations. Our event fosters sharing and creating innovative approaches around pro-equity and anti-racism (PEAR), Relational Partnerships, systems change in state government, and creating a Washington state that fosters belonging. There is much to be done to create an environment where everyone belongs, and that work requires courage. We're challenging you - Be Bold, Be Change!

Registration details coming soon!

SAVE THE DATE
October 15-16, 2024
at the Yakima Convention Center

Resource Table Hosting

If you're a state agency or community organization with an interest in hosting a resource table, at no cost, please contact connect@equity.wa.gov for more

information. The resource tables will be hosted on October 15, 2024 at the Yakima Convention Center. Tables are limited and are on a first-come-first-serve basis.



PEAR S.T.A.R. Nominations

The Office of Equity is launching our first ever annual awards given out to community organizations and state agencies that exemplify PEAR (Pro Equity Anti-Racist) qualities. A total of 30 awards will be given out, two for each of the 15 determinants of equity. [Click here to see the 15 determinants of equity](#). With one going to a community champion and another going to an agency champion. The nomination form is included in this digital newsletter and on our website under the Accountability tab.

Please help us spread the word throughout the state. We want to know about agencies and organizations that integrate and reinforce PEAR principles. 2024 will be the inaugural year for the Office of Equity recognizing the amazing & outstanding work being done to create a belonging and inclusive state for all. Thank you in advance for your efforts to ensure the unrecognized are now celebrated in this area.

[2024 PEAR STAR Award Nominations Form](#)

Media Updates



[The When We Belong Series](#) is a production that focuses on various elements of actualizing belonging throughout the enterprise. We are excited to launch **Season Two** of this production!! We have an addition to our host panel with **Kendrick Stewart** (he/him) joining us to share his insight into the topic of belonging.

This series brings to light the approaches we are taking to embed belonging into our roles, agencies, and government overall. While we address barriers, we also discuss the excitement we have toward this effort. All of us have a role to play for our goals to be real for all Washingtonians.



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

Each episode works to encourage every state employee to find their path toward making their own impact in the world of belonging. Join us on this journey and tune in for these discussions as you work to make belonging a reality for all!



Office Updates



Our teams have been working hard to build upon the foundation of our work. We want you to be engaged with our efforts as we embed systems change throughout the enterprise.

You'll experience us mentioning systems change a lot, as that is the basis of our creation as a newer office in Washington state government. Building our teams to reflect this commitment was the beginning. Now, we invite you to understand how we will approach this body of work collectively and collaboratively, with enthusiasm and care.



Legislative Bench



Last month, our new Senior Policy and Legislative Affairs Advisor, **Patrick Stickney** (he/him), attended the Commission on Asian Pacific American Affairs (CAPAA)'s Golden Celebration along with our Director of Equity and Belonging, **Nick Vann** (he/him), who also tabled at the event for Hawaiians, Asians, and Pacific Islanders Promoting an Empowerment Network (HAPPEN), one of the state's [Business Resource Groups](#)!

The Golden Celebration celebrated CAPAA's 50 years of service to the Asian, Native Hawaiian and Pacific Islander communities statewide since its establishment in 1974. The sold-out event had strong attendance from state and local officials and community members, and featured an awards ceremony recognizing the contributions of many distinguished individuals to ANHPI communities and to all communities in our state; community performances; remarks by CAPAA Executive Director Toshiko Hasegawa and Lieutenant Governor Denny Heck; and a surprise appearance by Governor Jay Inslee and First Spouse Trudi Inslee!

Many congratulations to CAPAA for this momentous achievement and a wonderful event!



Our Legislative Director, **Omar Santana** (he/him), following the end of session had the opportunity to attend a bill signing for HB 2230, Codifying the Economic security for All Grant Program through ESD. It was great to share space with our fellow State Agency and members of community to celebrate this victory.

(p.s. If you were able to catch our [Equity in Session video series](#) during this last Legislative Session we invite you to take our survey to see how we can improve on this program going into next session.)

[Click here to take our Equity in Session survey!](#)



The Shared Power team has been actively engaged in pioneering efforts to promote equity and belonging in various spheres. Exciting news: they've been invited as Keynote speakers at the upcoming annual DEI Empowerment Conference on June 12th, 2024. Their presentation, titled "Normalizing Shared Power as a Tool to Disrupt Policies, Practices, and Processes (The 3 Ps)", will delve into the transformative potential of shared power in dismantling traditional frameworks and fostering inclusivity. It's a testament to their impactful work and dedication to driving meaningful change. Be sure to sign up to attend the conference here: [Washington State DEI Empowerment Conference 2024 | Office of Financial Management](#)

In collaboration with **Office of Equity leadership and Centre for Public Impact**, Shared Power Consultant **Jean Paul** (he/him) has been working on recruiting for phase 2 of the Washington Equity Program (WEP). The overarching goal of phase 2 is to develop an enterprise community engagement strategy. We have invited Community Engagement Practitioners and agency leaders to help develop a community engagement strategy, establish genuine relationships, collaboration, and partnerships between Washington State government and our community members. Click there to learn more: [PRESS RELEASE: Washington State's Office of Equity and the Centre for Public Impact Launch](#)

Pro-Equity Consultant **Jasmine Remick** (she/her) supported the Veterans Employee Resource Group (VERG)'s second annual hiring event at Joint-Base Lewis-McChord (JBLM) on April 11, 2024. Washington State has the 11th highest [Veteran Population](#) with 5.8% Veterans and 1.2% Military Spouses working right here as [Washington State Civil Servants](#). Over 30 State Agencies showed up not just to recruit from this diverse group of talent, but to also connect, learn, and support service members & their spouses with their unique needs. The VERG formulated teams from various agencies across the enterprise to assist job seekers with cover letter and resume reviews, elevator pitches, interview skill development, and mock interviews. On behalf of VERG and the Office of Equity, we wanted to thank you – State Agencies for your keen support to our Washington military community.



It is an exciting time for the Access and Accessibility team as we are currently looking for two strategy minded individuals to join our bench! We are seeking a [Disability Access Manager](#) and a [Language Access Manager](#) which will expand our team's capacity to support accessibility efforts state-wide. These two positions will work hand-in-hand along with our newest member of the team, **Katrina Tuggle** (she/her) Digital Equity Manager, to contribute to the upcoming Universal Access and Belonging Plan (UABP). Once completed, the UABP will provide guidance and support for state agencies and beyond to create more accessible environments and services for employees and the public alike; please check in often for updates!



We've been listening!

We want to support agencies in their Equity work, so we are changing Equity Reporting Performance Period to meet you where they are at!

In the past the annual reporting has been collected at the end of the fiscal year (June 30th). But we all know this is a hectic time when we, as leaders and changemakers, have less time and capacity to reflect on our progress, performance, and impact from the previous year.

In response, we have changed our Equity Performance Period from a fiscal year cycle to a calendar year cycle, from January 1 - December 31, and the Agency Equity Performance Report will be due March 31 every year. During the first three months of the following calendar year, the Innovation & Performance team will provide workshops and office hours to support agencies with their reports for the previous period.

| 2023 | | | | 2024 | | | |
|-----------------|--------------|---------------------------------------|--------------------|-----------------|--------------|------------------|--------------------|
| Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
| January - March | April - June | July - September | October - December | January - March | April - June | July - September | October - December |
| | | 2023-2024 18-Month Performance Period | | | | | |
| | | | | | | | |

| 2025 | | | | 2026 | | | |
|----------------------------------|--------------|------------------|--------------------|----------------------------------|--------------|------------------|--------------------|
| Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
| January - March | April - June | July - September | October - December | January - March | April - June | July - September | October - December |
| 2025 12-Month Performance Period | | | | 2026 12-Month Performance Period | | | |
| Agency Prepares 23-24 Report | | | | Agency Prepares 2025 Report | | | |

What Does That Mean for This Year?

To accommodate this change, the current performance period range will cover July 1, 2023 - December 31, 2024. This amounts to an 18-month performance period with the report due by March 31, 2025.

What Can You Expect From Us?

The Innovation & Performance team is gearing up to offer a series of workshop aimed at helping agencies through this process as well as developing templates and materials to support Agency Equity Performance Report. *Additionally, we will be offering Office Hours from January 1, 2025 - March 31, 2025, to answer questions and provide direct support.*

And finally, you may hear from our team to gather background information, input, and feedback as we develop templates and performance reporting tools.

Thank You!



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 one of our Office Newsletters](#): like Daily Flow, which brings you a powerful start to your day on a regular basis. Find the links below to follow us on social media and be alongside us as we work together to make Washington a Belonging State.

Connect now so you don't miss anything. 😊



WASHINGTON for ALL

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