



### **Our Commitment to Advancing a Washington for All**

“Washington is a place that supports every resident’s civil rights. We recognize that diversity, equity, and inclusivity is a strength.” -Governor Bob Ferguson

Currently, a person’s ability to succeed depends on where they live and the circumstances they are born into. We recognize this and are working to be a state where everyone is treated with fairness, dignity, and respect and everyone’s hard work pays off, regardless of their background. We are committed to a Washington for All.

The Washington State Office of Equity exists to change the way the government operates so that everyone has the chance to succeed. We are committed to serving all Washingtonians. We work with other agencies so government is easier to navigate and more effective (RCW 43.06D.040).

Embracing equity is a good thing. Examples of equity are elevators, wheelchair ramps, closed captions, family-friendly facilities and flexible work policies. In Washington, we are committed to removing barriers and improving access, so everyone gets the opportunity to participate and thrive.

Achieving success can mean that people:

- feel safe and can contribute to our communities
- can buy homes and build wealth, if they choose
- graduate and are ready for careers
- live in healthier neighborhoods with clean air and water
- have access to transportation, food, and fair wage paying jobs

Our state has a robust legal framework demonstrating Washingtonians’ values through legislation including:

- The Washington Law Against Discrimination ([RCW 49.60](#))
- The Diversity, Equity, and Inclusion Act ([RCW 43.06D](#))
- The Office of Equity Statute ([RCW 43.06D.020](#))
- The laws noted in EQUITY’s [FAQ on Equity and Washington for All](#)

These laws reflect our state's [constitutional](#) commitment to equal protection and opportunity. Under principles of federalism, states have the authority to implement policies that go beyond federal minimum standards to protect the rights and well-being of their people. Equal opportunity and

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protection may mean providing different tools and resources. For instance, providing braille to someone with impaired vision so they can take the same test as everyone else.

A current example of how EQUITY is working with other agencies to make things fairer is with our state recruitment, hiring, and retention processes. Through [Executive Order 24-04: Increasing Employment Opportunities in Washington State Government](#), we are creating a fairer hiring system so people can apply and compete for the jobs they desire and have the skills, abilities, and knowledge to do. We are committed to making sure our selection processes assess competency, ability, and skill and not someone's ability to navigate the process.

We reaffirm our commitment to advancing a Washington for All. We will continue:

1. Supporting our vision of everyone in Washington having full access to the opportunities, power, and resources they need to thrive, by advancing policy and systems change.
2. Promoting core values of access, belonging, dignity, equity, justice, love, and ubuntu. This means creating barrier-free environments for all to participate, honoring the sacred nature of every person, ensuring fair access to opportunities, and recognizing our interconnectedness.
3. Building an internal culture founded on trust, where connection, compassion, cohesion, and constructive conflict resolution thrive.
4. Practicing cultural awareness, humility, and responsiveness while co-creating welcoming workspaces.
5. Investing in evidence-based approaches, regularly evaluating our programs to ensure they deliver meaningful results and adapting our strategies based on what works.
6. Listening to all the communities in Washington state to understand how people feel about their state government.

We are not perfect. We will apologize when we get it wrong and commit to being better. We are committed to collaborating with others to make our vision of a "Washington for All" a reality.

We invite you to join us in upholding Washington state values and advancing equity in all we do. Equity means ensuring everyone in our state has access to the opportunities, power, and resources they need to flourish. This is the foundation of Washington for all. By building stronger communities, fostering an inclusive economy, supporting healthy environments, and ensuring government serves all, including those from historically marginalized communities, we're creating a state where everyone can reach the life they worked for and the life they want.

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