

2025-2027 STRATEGIC PLAN

VISION

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

MISSION

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

HOW WE WORK

To achieve our vision & mission, we partner with state agencies by:

MODELING THE WAY

Showing our values in action and creating and implementing examples that can be applied across state government.

CO-CREATING

Building relationships and convening partners to make government more efficient and effective to serve Washingtonians.

BRINGING ACCOUNTABILITY

Working to understand how government activities are improving outcomes and where we might need to adjust.

OUR STRATEGIC PRIORITIES

To create a Washington for all, we focus our resources on leading policy and systems change through:

Embedding Equity in Decision-Making

Support agencies in including an equity lens in all policies, practices, and decisions to ensure fair and just outcomes for all communities.

Advancing Community-Centered Engagement

Address systemic barriers to inclusive, meaningful community participation in agency planning and decision making processes.

Fostering an Inclusive and Culturally Competent Workforce

Provide resources and support capacity-building efforts that promote inclusive practices across agencies.

Strengthening Performance Metrics through Data

Develop, maintain, and use equity-focused measures to monitor progress and ensure agency accountability.

OUR PEOPLE, CULTURE, & ORGANIZATIONAL EFFICIENCY

Model workplace culture that prioritizes belonging, wellness, learning, shared power, and efficient operations.