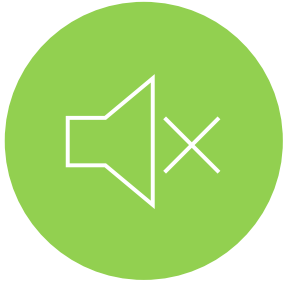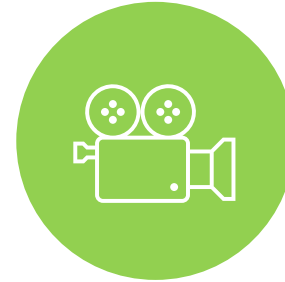# Advisory Group Kickoff Meeting

Feb. 15, 2023

Virtual Meeting Ground Rules

Mute your microphone when not speaking

Use the "raise hand" tool to ask a question

We are recording and streaming

Don't put your phone on hold

Use chat for technical assistance – questions will be addressed at the end of each section
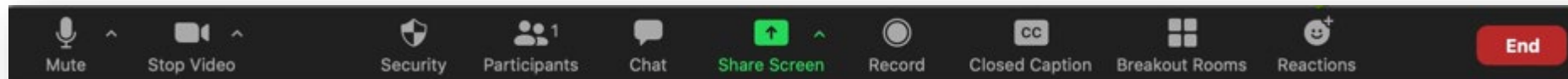
One person speaks at a time

Closed Captioning

Auto-generated captions are available, turn them on in your control bar.

EDI Equity, Diversity, and Inclusion Committee

Ground Rules

- Allow others to speak without interruption
- Use active listening
- Seek to align your intent with your impact
- Understand your privilege, the space you occupy, and the power dynamic you bring to this space
- Acknowledge that systemic racism and other forms of oppression exist, and that history informs current law and policy
- Actively recognize, interrupt, and dismantle white supremacy culture
- Recognize an antiracist journey requires daily action
- Accept that no action is equity neutral

Agenda

- Introductions and Icebreaker

- PEAR Plan & Playbook

- UTC PEAR
  - Service Line Investments and Measures
  - Roles

- Setting the table – group norm activity

- Who needs a seat?

- Next steps

- Adjourn

Introductions

- Your name
- How you'd like to be addressed
- Who you represent
- Place, name, intention

Pro-Equity Anti-Racism Overview

Definitions

Pro-Equity

"…[T]he proactive way of doing equity work… the knowledge that we live in a society permeated by racism and bigotry… combat or control… in every action…"

Anti-Racism

Anti-Racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions.
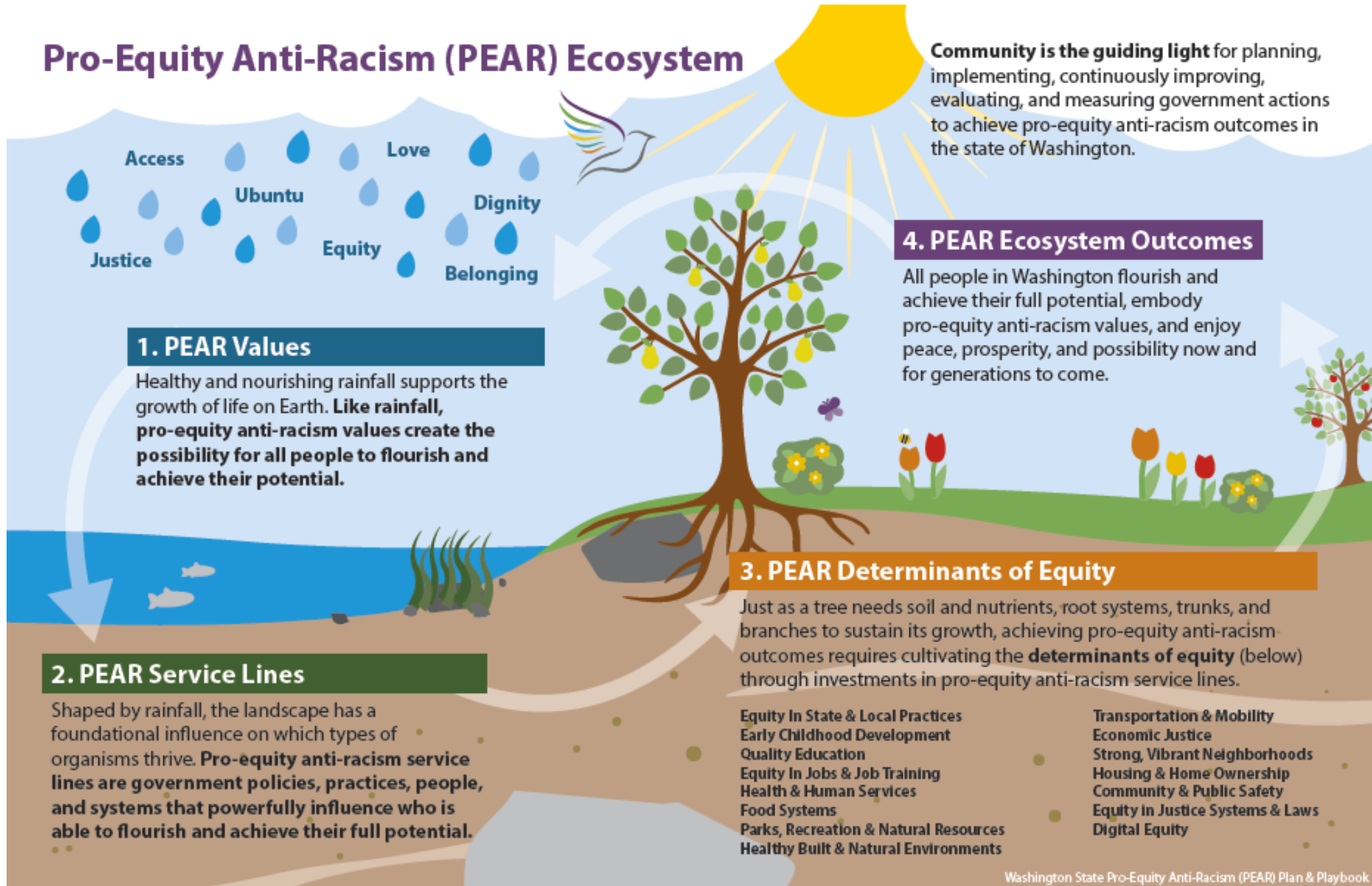
Plan & Playbook

Washington State
Pro-Equity Anti-Racism (PEAR) Plan & Playbook
2022–2027   Version 1.0

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
Love
Ubuntu
Dignity
Justice
Equity
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.**

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.

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.**

3. PEAR 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

Washington State Pro-Equity Anti-Racism (PEAR) Plan & Playbook

UTC PEAR Strategic Action Pan

- Submitted on Sept. 1
- Plan covers Oct. 1, 2022 – Sept. 30, 2023
- Incorporates feedback from summer '22 listening session and surveys
- Includes our PEAR Commitment and service line investments
- Establishes performance measures and benchmarks for success

Service Line Investments

- **Leadership, Operations & Services:** Advance PEAR practices and systems at all levels of state government through transparent and accountable organizational development and adaptive change agent leadership.

- **Workforce Equity:** Develop a PEAR organizational culture by building a diverse (including racially and ethnically diverse) and culturally responsive pipeline for employees at all levels and create opportunities for each employee to bring their full self to work and feel welcomed, supported, and valued.

- **Engagement & Community Partnerships:** Build partnerships with communities and employees that inform and support Washington state's PEAR ecosystem.

Leadership, Operations and Services

We advance PEAR practices through transparent, accountable organizational development, adaptive leadership, and change agents.

Outcome Measure 1: Leadership at all levels of our organization who are effective, transparent, and accountable in advancing pro-equity, racial justice, access, and belonging.

Process measures:

- 100% of UTC employees have PEAR and EDI competencies in their position descriptions and performance expectations, and evaluations.

- 100% of UTC leaders have PEAR and EDI competencies in their position descriptions, expectations, and evaluations.

Workforce Equity

In alignment with State Human Resources Directive 20-02, we invest in a Pro-Equity Anti-Racism organization and culture. We build a racially diverse and culturally responsive pipeline for state employees at all levels and create opportunities for each state employee to bring their full self to work and feel welcomed, supported, and valued.

Outcome Measure 1: Reduce racial disparities in hiring

Process Measure:

- % of new hires self-identified as Black, Indigenous, or other People of Color

Outcome Measure 2: Increase pro-equity anti-racism competency of staff and leadership

Process Measure:

- % of employees that attend DEI and/or racial trauma training

Engagement and Community Partnerships

Ensuring our communities, employees, and partners collaborate to develop and inform Washington state's Pro-Equity Anti-Racism efforts.

Outcome Measure 1: Tribal Community and employee engagement satisfaction

Process Measures:
- 100% of leaders have completed GOIA Government-to-Government training
- % increase in positive Employee Engagement Survey scores related to EDI
- Tracking meaningful engagement and network building with communities (listening sessions, educational workshops/training, meetings with community leaders and advocates, etc.)

PEAR Roles

UTC
- Achieve agency PEAR outcomes
- Create a PEAR culture
- Facilitate Advisory Group meetings and provide administrative support

PEAR Team
- Reports to executive leadership
- Assist agency leaders to achieve our organizational PEAR goals

PEAR Advisory Group
- Partners with PEAR Team to inform PEAR decision making
- Provide feedback on PEAR action plans, performance measures and equity impact reviews

Setting the table

Establishing an inclusive team culture

- Brainstorm norms as a group
- Ask question/seek clarification
- Get group agreement on norms
- Adjust as necessary

Who needs a seat?

Let us know who is missing:

- Drop it in the chat
- Email us at PEAR@utc.wa.gov

UTC PEAR Resources

- www.utc.wa.gov/PEAR

- Agency commitment

- Upcoming events

- Strategic Action Plan

- PEAR docket

- Contacts

- and more!

Questions?

Thank you for attending!