Governor's Office of Equity Survey and Assessment

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Washington Department of FISH and WILDLIFE

Why Does the Governor's Office of Equity Exist?

MARGINALIZED COMMUNITIES DO NOT HAVE THE SAME OPPORTUNITIES.
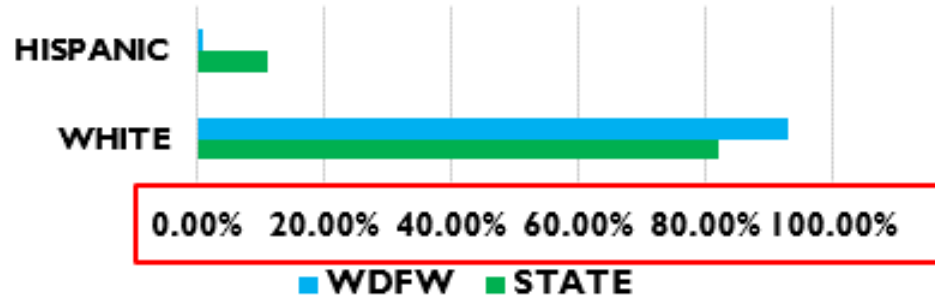
Inequities are based on:

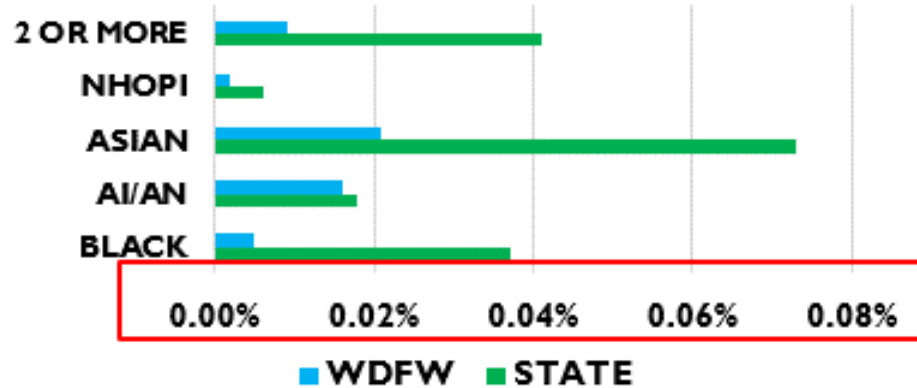- Race
- Gender
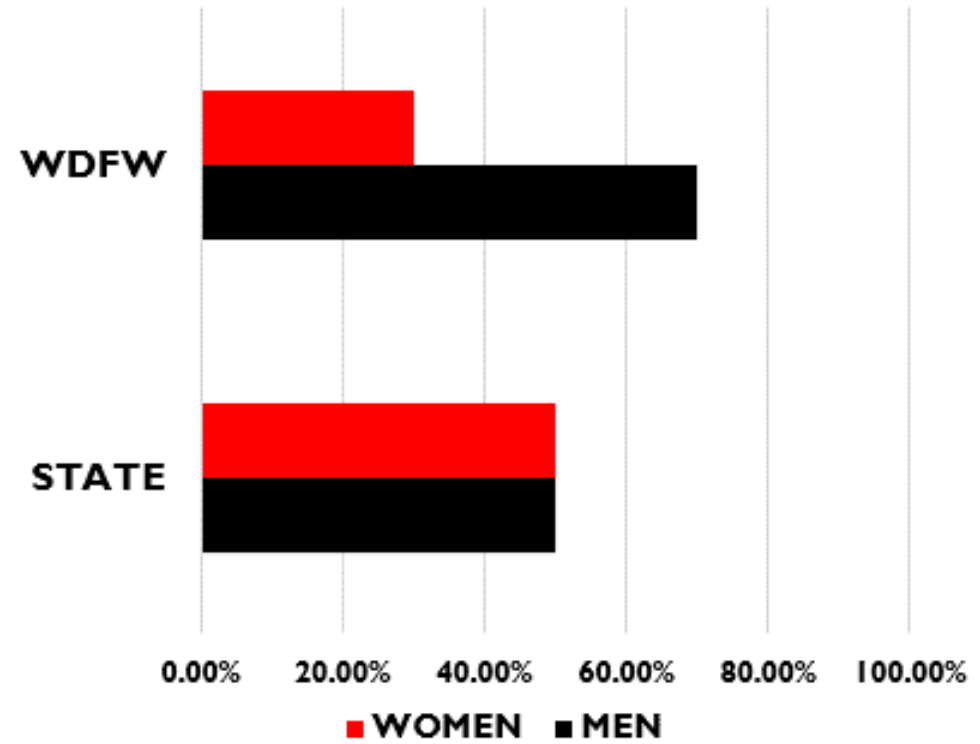- Other characteristics

STATE vs. WDFW DEMOGRAPHICS

Office of Equity Priorities

- 5-year equity plan
- Language-access requirements
- Remove barriers to accessing state services
- Decrease inequities across state government
- Agency Diversity, Equity & Inclusion (DEI) plans
- Promote systemic and cultural changes
- Design online performance dashboard

Leading with Community

Centering the Voices of Staff

Executive Branch Baseline Assessment

WDFW has a three-part assignment

**due to the Office of Equity by September 1, 2021

Leading with Community

- Provide survey link to constituents
- Create listening sessions for constituents

Centering the Voices of Staff

- Provide survey link to Staff

- Create listening sessions for Staff

- Agency Information
- Capacity and Representation
- Assessing Compliance
- Demographic Data Baseline
- Organizational Equity Readiness Assessment

Executive Branch Baseline Assessment

Listening Session & Survey Questions

Listen:

Imagine creating an anti-racist Washington state where everyone flourishes and achieves their full potential for the common good: an equitable and just state for all.

1. What, specifically, does that look like to you?
2. What does it feel like to live in this state?
3. What opportunity gaps need to be bridged?
4. Which disparities need to be eliminated?
5. What, in your opinion, must be measured to achieve this reality?

Learn :

1. What one thing do you want the Office of Equity (us) to know?
2. What one thing do you want us to accomplish? How will you help?
3. Who else do we need to meet?

TIME LINE

June 14 2021

Brief EMT

June 15 2021

Coffee Chat

June 26 2021

Fish and Wildlife Commission listening session

July 1 2021

Joint Natural Resource Agency Listening Session with NW Indian Fisheries Commission

July 6 2021

'Minute with Marvin' Staff Listening Session

July 30 2021

Both Surveys end

September 1 2021

Response to Office of Equity due.

Questions?

THANK YOU

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