

PEAR Statement

In March 2022, Governor Inslee directed government agencies to implement [Executive Order 22-04](#): Implementing the Washington State Pro-Equity Anti-Racism (PEAR) Plan & Playbook. The purpose of PEAR is to foster an environment that creates belonging and establishes a pro-equity and anti-racist culture for Health Care Authority (HCA) employees and the people we work with and serve.

PEAR is part of HCA's health equity work, which is a core value of our agency. To HCA, **health equity means that everyone has a fair and just opportunity to be as healthy as possible.**

PEAR workstreams

Part of our PEAR work is focusing on four areas, called PEAR “service lines” or workstreams:

- **Leadership Operations & Services:** advancing PEAR practices and systems at all levels of state government through transparent, accountable organizational development, adaptive leadership, and change agents.
- **Data Strategy & Reporting:** developing a data strategy and reporting process that supports Washington's PEAR organizational development. This will help ensure we're focusing on the areas where the needs are greatest.
- **Engagement & Community Partnerships:** working to ensure our communities, employees, and partners collaborate to develop and inform Washington's PEAR efforts. We are building HCA's partnerships and resources and increased capacity to amplify community voice.
- **Workforce Equity:** investing in a PEAR organization and culture. This means we build a racially diverse and culturally responsive pipeline for state employees at all levels. We are creating opportunities for each person to bring their full self to work and feel welcomed, supported, and valued.

Employee expectations

We are health equity changemakers. As changemakers, HCA encourages staff and leadership to:

- Participate in health equity and diversity, equity, and inclusion (DEI) efforts.
- Take trainings and attend events/conferences that focus on health equity and DEI.
- Provide and share resources with their teams and colleagues.
- Engage in conversations about health equity and DEI.
- Start or continue their journey in awareness and understanding of health equity and DEI.

PEAR Community Advisory Team (CAT)

This group is made up of individuals and community-based organizations that represent many of Washington's diverse populations and communities. PEAR CAT members play a key role in informing HCA's health equity strategies, community engagement activities, and sharing their personal/lived experiences on how HCA's programs and services impact them and their community.

We look forward to continuing to implement PEAR. Through PEAR and other health equity efforts, we promote equity, justice, access, and belonging for HCA staff and the people we serve.

Contact us at hcaequity@hca.wa.gov or [visit the HCA website](#) for more information.