

Pro-Equity Anti-Racism (PEAR) strategic action plan

An overview

The Health Care Authority (HCA) is implementing [Executive Order 22-04: 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 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.**

This document shares what our agency is focused on and the work we’ll be doing, as outlined in our PEAR strategic action plan. In October 2022, we submitted this plan to the Washington State Office of Equity.

Existing efforts

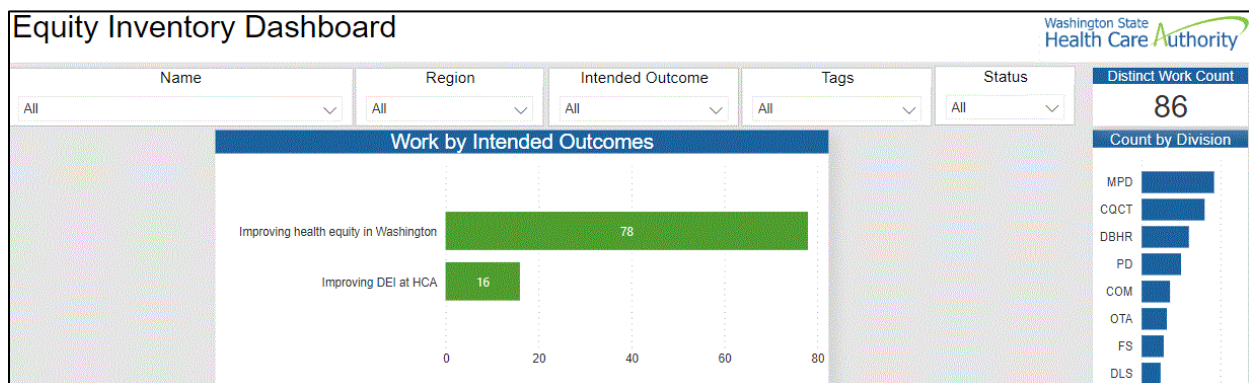
Equity lens

As the sole Medicaid agency for Washington State, we are deeply committed to serving the most vulnerable, diverse, and underserved people in our communities. We are applying an equity lens to our processes, programs, and policies to identify and address health disparities. This includes HCA’s:

- Health care coverage programs, including Apple Health (Medicaid), School Employee Benefits Board (SEBB), Public Employee Benefits Board (PEBB), and COFA Islander programs
- Prevention, treatment, and recovery behavioral health programs
- Efforts to lower health care costs for consumers and increase transparency
- Eliminating Hepatitis C
- Legislative bill analysis
- Plain Talk (written communication) policy
- Health Equity Toolkit
- Contracting language and processes
- And so much more

Equity inventory and dashboard

HCA created an equity inventory and Equity Inventory Dashboard to capture and view all work related to health equity and diversity, equity, and inclusion (DEI). As of October 2022, we have more than 80 items that highlight HCA’s existing equity and anti-racism work, as well as our commitment to closing health care disparities.



The above image shows the “Work by Intended Outcomes” filter in the Equity Inventory Dashboard. This filter shows, which shows the number of submitted projects improving health equity in Washington and improving DEI at HCA.

Health Equity Spotlight

In 2021, our agency began the Health Equity Spotlight, which is a feature that recognizes an individual, program, or effort at HCA that is advancing health equity.

Health equity liaisons and committees

Liaisons play a key role in advancing HCA's goal of exemplifying a culture of health equity. They serve as a bridge for their division and help connect our health equity work across the agency. Each HCA division has at least one liaison. As part of their work, health equity liaisons also serve on one of the below committees, which focus on specific areas/topics that advance health equity within our agency.

- **Equity Inventory Committee:** oversees development of the equity inventory—an agency-wide equity inventory—its submission process, and the Equity Inventory Dashboard.
- **Health Equity Toolkit Committee:** oversees the Health Equity Toolkit and roll out to staff, including how to apply a health equity lens to legislative bill analysis.
- **Process Design Committee:** oversees the ongoing creation of health equity processes, communications, training, and evaluations and oversees the agenda development for the Collaborative Community for Health Equity.

Collaborative Community for Health Equity

The collaborative is open to all HCA employees. The monthly meetings cover specific health equity and DEI topics. The collaborative is an opportunity for people to learn, ask questions, and share information with each other.

PEAR service lines

In addition to continuing our existing work, we'll also focus on four areas, called PEAR "service lines":



Leadership Operations & Services

We are working to advance PEAR practices and systems at all levels of state government through transparent, accountable organizational development, adaptive leadership, and change agents.



Data Strategy & Reporting

We are 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

We are committed to ensuring our communities, employees, and partners collaborate to develop and inform Washington's PEAR efforts. We are working on building HCA's partnerships and resources and increased capacity to amplify community voice.



Workforce Equity

We are 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.