

# Pro-Equity Anti-Racism (PEAR) Statement video transcript

Below are the spoken words (transcript) from the Health Care Authority's (HCA's) PEAR Statement video. [In this video](#), Lou McDermott, Quyen Huynh, and Robin Vazquez present on our agency's PEAR efforts.

## LOU McDERMOTT

Welcome everyone. Welcome everyone. First things first, on the screen is our agency's Pro-Equity Anti-Racism (or PEAR) Statement, which we'll be covering throughout this video. We'll talk more about this in just a moment. My name is Lou McDermott, and I use he/his pronouns. I am tall with short hair; I'm wearing a blue tie with a blue blazer and a pink and blue shirt. I'm the Deputy Director for the Health Care Authority, otherwise known as HCA. I'm also the delegate sponsor for our agency's PEAR work. Although some of our health equity work is new, which includes PEAR, health equity is not new to HCA. HCA is the largest health care purchaser in Washington State. We currently serve more than 2.7 million people through our Apple Health (otherwise known as Medicaid), Public Employees Benefits Board, and School Employees Benefits Board programs. HCA also provides behavioral health services to all the residents of Washington State, regardless of insurance. For people enrolled in Apple Health, which is about 2.2 million people. We lead the effort in transforming health care. We work in collaboration with our partners and local communities to ensure Washington residents have access to better health care at lower costs. Today in this video, we are going to talk about HCA's PEAR statement, which outlines our commitment to implementing PEAR, expectations for our employees, and partnerships with communities across the state. So, what is PEAR? In March of '22, Governor Inslee directed government agencies to implement Executive Order 22-04: Implementing the Washington State Pro-Equity Anti-Racism Plan and 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 that we work with and serve. PEAR's part of HCA's health equity work, which is a core value of our agency. To HCA, health equity means everyone has a fair and just opportunity to be as healthy as possible. Now, I'd like to pass things over to Quyen.

## QUYEN HUYNH

Thank you, Lou. My name is DoQuyen Huynh. I use she/her pronouns. I am wearing a black jacket, a blouse with colorful flower prints, and I have very long, black hair. I'm the health equity director at HCA, and co-lead our PEAR efforts with Robin, whom you'll meet in just a moment. I'll be covering the PEAR workstream section of the PEAR Statement. Part of our PEAR work is focusing on four areas, called PEAR service lines or workstreams. First, Leadership, Operations, and Services. This is advancing PEAR practices and systems at all levels of state government through transparent, accountable organizational development; adaptive leadership; and change agents. Second, Data Strategy and Reporting is developing a data strategy and reporting process that supports Washington's PEAR organizational development. This will help ensure we're focusing on the areas and populations whose needs are the greatest. Third, Engagement and Community Partnerships is 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 increasing capacity to amplify community voices. Finally, the fourth workstream. Workforce Equity is 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. We are also committed to solving the health care workforce crisis in our state, with the goal of creating an equitable and diverse pipeline of health care workers to serve all of Washington. Now, I'm going to pass it to Robin.

## ROBIN VAZQUEZ

Thanks, Quyen. My name is Robin Vazquez, and I use she/her pronouns. I am pale-skinned with short, orange hair and light blue eyes, and I'm wearing an olive-green button-up shirt. I'm the employee resources director at the Health Care Authority and I co-lead our PEAR efforts with Quyen. At HCA, we consider ourselves health equity changemakers. As changemakers, HCA encourages all our staff and leadership to: participate in health equity and diversity, equity and inclusion (or DEI) efforts—there are a lot of ways to get involved; take trainings and attend events that focus on health equity and DEI; demonstrate and build competency in the practice of health equity and equity and inclusion as a part of their work; provide and share resources with their teams and colleagues; engage in conversations in the workplace and outside of it about health equity and DEI; progress in their journey and awareness and understanding of health equity and DEI. Now, I want to pass it back to Quyen, who'll talk about HCA's PEAR Community Advisory Team (also called PEAR CAT). She'll be covering that portion of the statement.

## QUYEN HUYNH

Thank you, Robin. HCA's PEAR CAT are important partners and connectors to communities. We value their time, experiences, and unique perspectives. Members play a key role in informing HCA's health equity strategies; community engagement activities; and sharing their personal and lived experiences on how HCA's programs and services impact them and their community. Although PEAR CAT is a new established group, I'm excited to learn from and work with community members from across the state. As we wrap up this video, I want to reiterate something Lou shared just a few minutes ago. Our agency is invested in PEAR. We are fostering an environment where staff and those we work with and serve feel valued, respected, and seen. We want to create belonging and help our state become a belonging state. Governor Inslee shared this vision during a recent, statewide health equity conference. We are excited to be on this journey of pro-equity and anti-racism. And we invite you to join us. Please visit us at [hca dot wa dot gov slash health dash equity \(hca.wa.gov/health-equity\)](https://hca.wa.gov/health-equity) to learn more. Thank you for watching!