



The Washington State
BOARD OF EDUCATION

Pro-Equity, Anti Racism (PEAR) Plan

The State Board of Education (SBE) is implementing a [Pro-Equity, Anti Racism \(PEAR\)](#) plan in accordance with the Governors' Executive Order. We established a PEAR team made up of staff, Board members, community, and organizations to discuss our current approaches to inclusion work and highlighted areas we can focus on to improve our equity, access, and inclusion as a board.

Through the Equity Impact Review, we identified three areas of focus; highlight student and community voice, bridge gaps, and taking culturally appropriate actions as we do this work.

As we move forward with this PEAR plan, our actions must be grounded in community need. Amplifying the voices of underserved communities will allow for strong policy centered on the experiences and needs of those furthest from educational justice. The gaps we seek to bridge are in access to services and participation in the Board's policy process. We recognize there is also a value gap in what currently receives the most attention and funds and thus we will highlight and center the importance and value of these historically underserved communities.

We will also prioritize taking culturally appropriate actions. None of this work can be done in an authentic and respectful way if we are not doing it with the dignity of the community at the forefront.

We recognize that we are working within a system that was not built to meet the needs or take seriously the voices of underserved communities. The PEAR plan gives us a framework to begin addressing the shortcomings of Washington's government system and the barriers the State Board of Education has in place that limits involvement and authentic engagement with communities who should be centered.

On the next page, you will find the three priorities along with their investments that SBE has identified to focus on.

Business Line: Public Communications & Education

Priority:

Relational Partnerships – Empathy-centered collaboration between government and people groups who have been excluded and marginalized by government decisions and actions to undo harm and advance Pro-Equity Anti-Racism (PEAR) outcomes.

Investment:

Culturally Appropriate Actions – Update state outreach practices and tools so that they are more culturally appropriate and accessible for communities.

Business Line: Public Communications & Education

Priority:

Quality Education (a PEAR Determinant of Equity) – We will proactively promote education that is high quality and culturally appropriate and allows each student to reach their full learning and career potential.

Investment:

Bridge gaps – Close gaps between those who have easy access to learning and unlearning opportunities and those who don't, whether in schools, colleges, businesses, or public spheres. Make offerings accessible to participants.

Business Line: Engagement & Community Partnerships

Priority:

Relational Partnerships and Resources – We will partner between our agencies, community members, and organizations to eliminate racial inequity in all areas of state government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success and in all phases, including the planning phase when scope and priorities are determined.

Investment:

Amplify Community Voice – The Office of Equity, state leaders, and workforce will help lift up voices and concerns from communities and create partnerships throughout state government to better serve communities.