



PEAR Team Updates

April 16, 2025

Commission Work Session



Agenda

- Historical context
- PEAR team updates
 - Equity Impact Review (EIR)
- Snapshot of PEAR committees
- Hopes for the future



Historical Context

- Executive Order 22-04
 - Directs state agencies to partner with the Office of Equity to assemble a PEAR team and develop a PEAR Strategic Plan in a commitment to be an antiracist government
- PEAR Team launched in May 2023
 - 20-24 members, 50% community 50% staff
- Charged with completing Equity Impact Review (EIR)
- Develop a PEAR strategic action plan



Equity Impact Review (EIR)

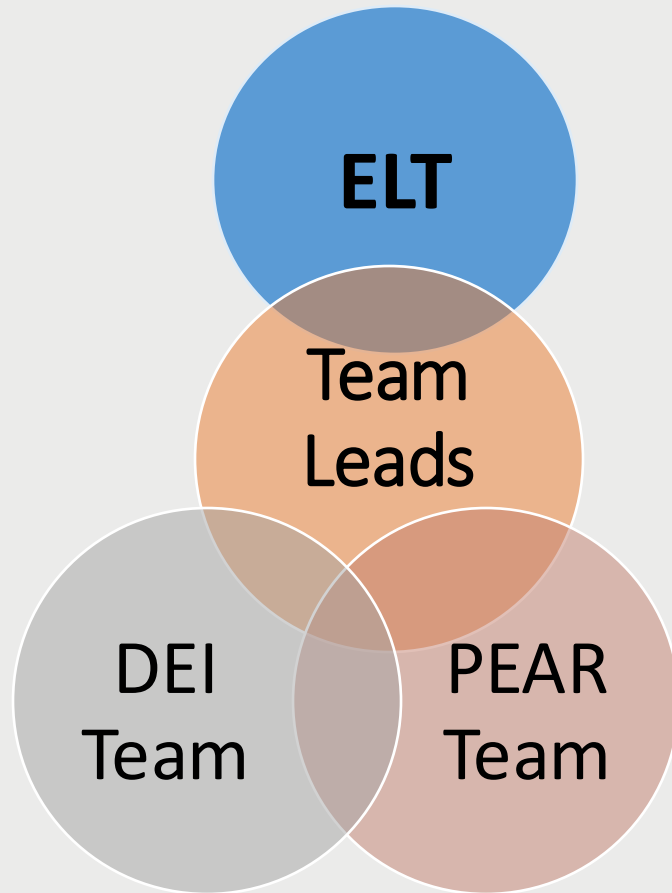
- A process guided by the Office of Equity that reviews agency business lines
- Numerical and community narrative data to inform more equitable agency planning, decision-making and program implementation.
- Informs PEAR team outcomes and goals.

Key Questions:

1. How are we doing with regards to equity?
2. What is the greatest opportunity for impact with regards to equity?



The Who and the How



Sample of scoping questions:

What is the function or “service” of the business line?

Who is served? And how are they served? (approach/design)

Whose needs has this function/service historically served?

How has it adapted over time to serve other groups?

What is the scope of decision-making?

Are those impacted by decision-making involved in the decision-making process? What does that involvement look like?

What gaps/disparities have you observed in your services? Where do you see the greatest need for change regarding equity?

EIR Priority Categories:

- Workforce Development
- Community Engagement
- Visitor Experience



Year 1: Building a foundation

- Shared understanding of DEI and the role of PEAR team
- Orient PEAR team to the many divisions and projects in the agency
- Community building

"I enjoy meeting people who also share the love of equity work and outdoors. I got to connect with Mary Brown from Alpine Ascents who is now one of the partners in the Emerging Leaders Program"

-MJ Mahan, PEAR Team Member, Washington Trails Association



Why the Equity Impact Review (EIR) is essential:

- As an agency that serves the public, we need collaboration between community and staff to achieve our equity goals
- Elevates community voice
- Requires intentional community building
- PEAR team can provide guidance, feedback and support to agency to make more equitable decisions



How the PEAR Team supports the visitor experience:

- See programs, projects, or policies with fresh eyes.
- Bring lived experience and professional expertise.
- Encourage shared resources to co-create vs re-create.
- Promoting cultural sensitivities for visitors.



How PEAR Team supports community engagement:

Asians for Collective Liberation (Spokane):

- Received Discover Passes through the Everyone Outdoors program
- Snowshoe adventures in Mt. Spokane!



Some EIR prompts in PEAR Team:

Nov. 2024 – Using Technology to Increase Access

- What digital accessibility challenges do you face? Were they addressed by the features showcased today?
- What feedback do you have regarding the digital accessibility features on the Parks website? What would you like to see and/or experience that would be helpful to you in the future?

June 2024 – Partnerships

- How would you define “partner” ? From what you’ve seen on our website, how do you think Parks would define “partner”?
- What are examples of successful partnerships you have seen in action? What components were key to their success?



PEAR Committees

1. PEAR Strategic Plan

2. Welcoming Park System



1. PEAR Strategic Plan

Charge: *Articulate our PEAR values, assumptions, and desired future state. Name the systems we seek to change and our strategies to do so.*

- Reflect and analyze data from EIR process
- Draw connections between PEAR work and all agency divisions
- Support development of a PEAR logic models



Big Picture: Our desired future state

- Equity in our process
- Diversity in our workforce. Inclusion in our culture
- Reimagining a welcoming park system



Equity in our process

- Historical imbalances of power and resources
- Engaging those impacted by inequities in our decision-making

- Not linear
- Assess impacts to communities



Diversity in our workforce.

Inclusion in our culture.

- Center voices of communities who have been historically excluded
- Intentional community building
- Adapt and integrate new ways of being and doing
- Ground our work in shared values

- Strive for staff to reflect the communities we serve
- Building strong teams requires diversity



Reimagining a welcoming park system

- Collaborate with underrepresented groups
- Develop community-driven solutions

- Address barriers to outdoor access
- Consider how different groups may have vastly different experiences in state parks, including with law enforcement and interactions with government systems



2. Welcoming Park System

Charge: *Envision a Parks system that welcomes, connects, celebrates and supports the diverse communities of Washington state.*

- Assess the current forms of community engagement
- Articulate the agency's approach to community engagement
- Develop strategies for cultivating relationships with underrepresented communities
- Provide feedback on programs and customer-facing materials



Hopes for PEAR Team



Artist: Pete Railand



Thank you!

