

DNR's Pro-Equity Anti-Racism (PEAR) Plan



What is PEAR?

The Pro-Equity Anti-Racism (PEAR) Plan supports the Department of Natural Resources's (DNR) mission, values, and goals for developing, implementing, and embedding PEAR initiatives into every action across the agency. PEAR initiatives consist of incorporating environmental justice, and diversity, equity, inclusion, and belonging (DEIB) efforts into agency actions to allow DNR to better serve all communities across the state of Washington.

Frequently Asked Questions

- How will these goals and strategies be implemented?
 - The PEAR Implementation Guide will guide implementation. It will include tracking metrics connected to each goal, investment, and outcome measure.
- How will DNR communicate progress on PEAR?
 - The PEAR dashboard will be available by Fall 2025 with updated tracking metrics
- Why was this plan created?
 - [Governor Inslee's Executive Order 22-04](#)
 - [DNR's 2023 Internal Baseline PEAR Report](#)
 - [DNR's 2023 Demographics Dashboard](#)
- Will there be a glossary available?
 - A glossary will be available once the PEAR Plan has been finalized in Fall 2024.
- What do I need to do as a Washingtonian for PEAR?
 - Provide your valuable feedback so the PEAR Team can ensure every voice is considered.