

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

## Public Comment Session

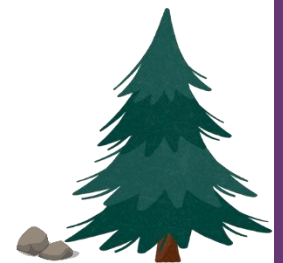
Pro-Equity Anti-Racism (PEAR) Core Team  
Washington State Department of Natural Resources



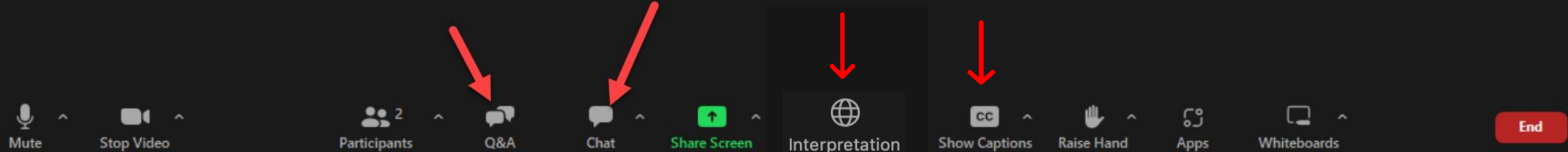
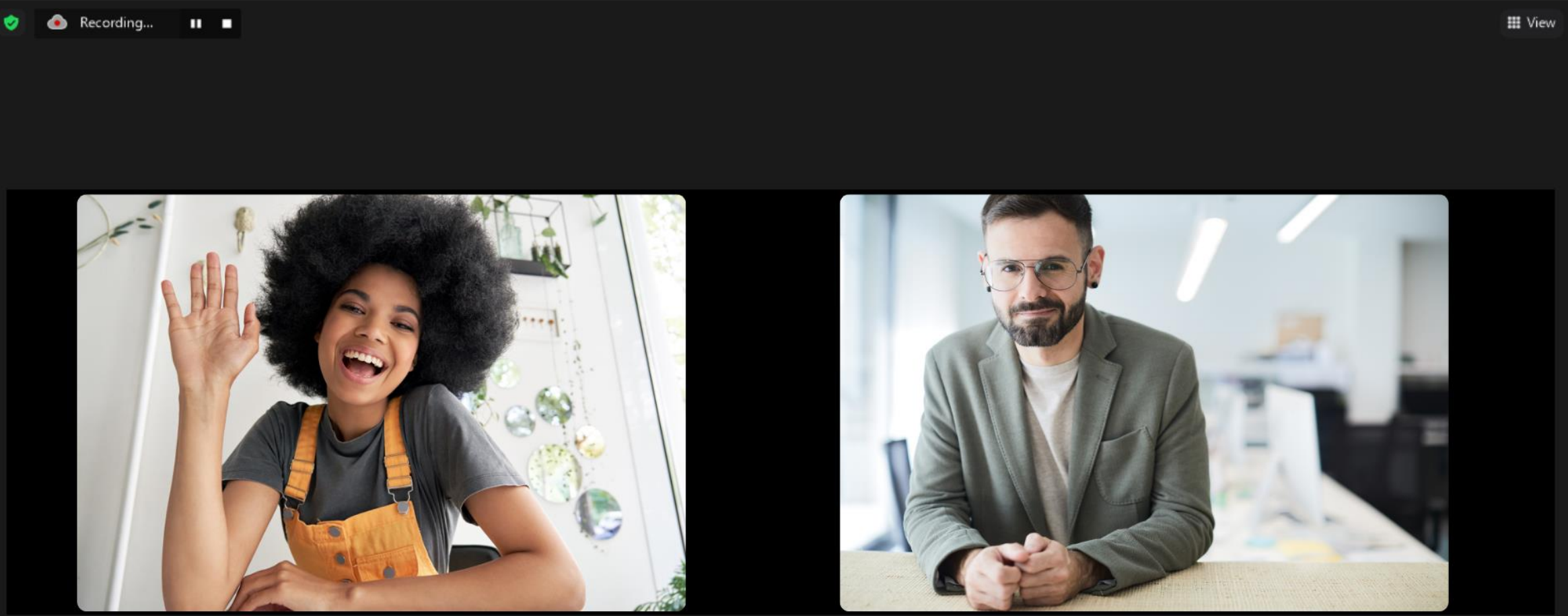
# This Session Is Being Recorded

**This information session is being recorded and will be available on DNR's website within 5 business days of this session.**

***“The law requires consent prior to recording a person’s participation in an event. Your participation in this info session equals consent to be recorded. If you do not consent to being recorded but choose to participate, please keep your camera off and use the chat and Q&A features to interact with the speakers.”***



# Zoom Webinar Settings Overview



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

## Public Comment Session

Pro-Equity Anti-Racism (PEAR) Core Team  
Washington State Department of Natural Resources



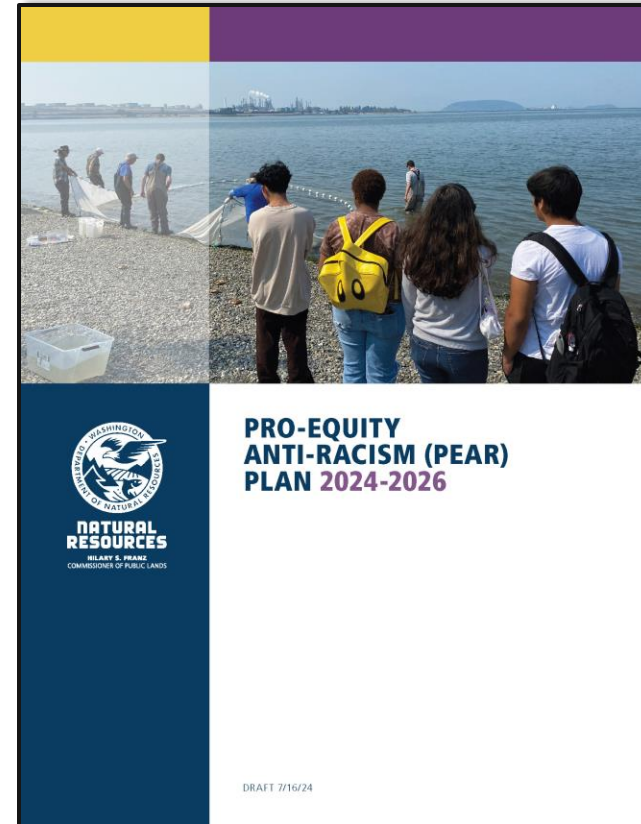
# What is Pro-Equity Anti-Racism (PEAR) at DNR?

- **PEAR Reflects** – When DNR is representative of the people the agency serves, DNR can better address the outcomes for marginalized and underrepresented communities through purposeful, conscious, and equitable use of resources and programs.
- **PEAR Informs** – DNR Works to uncover and address any existing systemic inequities and barriers in our services and resources for the public we serve using a Pro-Equity Anti-Racism (PEAR) and Environmental Justice (EJ) lens.
- **PEAR Engages** – DNR Expands engagement, ensuring representation from staff, our communities, and Tribal Nation partners in our services and resources.
- **PEAR Reports** – DNR provides transparency in this work by cataloging and tracking PEAR & EJ-focused goals and report to agency leaders, employees, Tribal Nation partners, and the public.

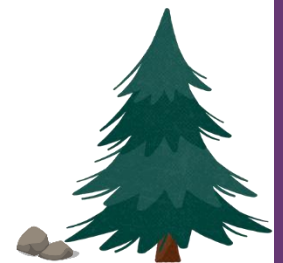


# Overview of the PEAR Plan

- DNR's Commitment – page 2
- Introduction – page 4
- Executive Summary – page 5
- Linking to DNR's Strategic Plan – page 6
- Plan Implementation – page 7
- Understanding DNR's PEAR Goals – page 8
- DNR's PEAR Goals and Investments – pages 9-16
- DNR's Current Pro-Equity Work – pages 18-21
- Acknowledgments – page 22
- Contact – page 23



[View the Draft PEAR Plan](#)



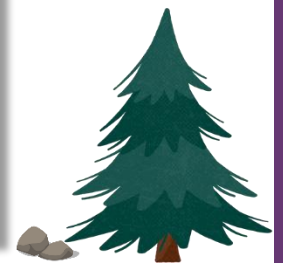
# Alignment to DNR's 2022-2025 Strategic Plan



12		WASHINGTON STATE DEPARTMENT OF NATURAL RESOURCES		STRATEGIC PLAN 2022-2025	
MAKE DNR A GREAT PLACE TO WORK AND SERVE WASHINGTON'S LANDS AND COMMUNITIES	GOAL	A2	A culture of service, inclusion, and innovation.		
	STRATEGIES	A 2.1	Support agency-wide collaborative efforts focused on promoting a culture of equity, inclusion and belonging.		
		A 2.2	Employees are empowered to seek and implement innovation on the job.		
GOAL	A3	A high-functioning and diverse organization that draws talented people to stay and grow.			

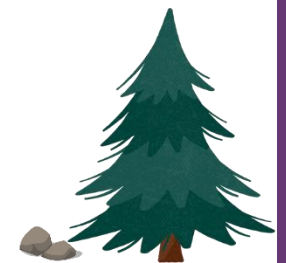
WASHINGTON STATE DEPARTMENT OF NATURAL RESOURCES		STRATEGIC PLAN 2022-2025		13	
STRATEGIES	GOAL	A4	Embed Environmental Justice practices into DNR management, operations, and processes.		
	A 4.1	Establish and fund the Office of Equity and Environmental Justice to implement agency Environmental Justice/Equity Plans.			
	A 4.2	Develop and implement the Pro-Equity Anti-Racism (PEAR) Plan.			
	A 4.3	Ensure all DNR employees have the tools, resources, training, and communication skills to successfully engage in their communities.			
	A 4.4	Educate and train DNR staff on environmental justice and DNR's obligations to the EJ Council, HEAL Act and Climate Commitment Act.			
	A 4.5	Implement and disclose Equity Impact Reviews and Environmental Justice screens on new or updated Commissioner's Orders and policies relating to natural resource regulation and/or management.			
	A 4.6	Develop methods for assessing the impact of deliverables and outcomes on equity and environmental justice goals.			

6		WASHINGTON STATE DEPARTMENT OF NATURAL RESOURCES		PRO-EQUITY ANTI-RACISM PLAN 2024-2026   DRAFT 7/16/24	
DNR STRATEGIC PLAN GOALS	<b>Linking To DNR's Strategic Plan</b>				
	To begin this work, the agency included pro-equity metrics and environmental justice priorities in DNR's 2022-2025 Strategic Plan. Goals A, B, C, and D found within this plan contain specific goals and strategies that align with the agency's PEAR Plan.				
	<b>A Make DNR a Great Place to Work and Serve Washington's Lands and Communities</b>				
	<b>GOALS</b>				
	A 2 A culture of service, inclusion, and innovation				
	A 3 A high-functioning and diverse organization that draws talented people to stay and grow				
	<b>STRATEGIES</b>				
	A 4.2 Develop and implement the Pro-Equity Anti-Racism (PEAR) Plan				
	A 4.3 Ensure all DNR employees have the tools, resources, training, and communication skills to successfully engage in their communities.				
	A 4.5 Implement and disclose Equity Impact Reviews and Environmental Justice screens on new or updated Commissioner's Orders and policies relating to natural resource regulation and/or management				
A 4.6 Develop methods for assessing the impact of deliverables and outcomes on equity and environmental justice goals					
<b>B Serve Washingtonians Through Thoughtful Communication, Ongoing Collaboration, and Authentic Engagement</b>					
<b>GOALS</b>					
B 3 Tell the story of public lands and the wide-ranging effects of DNR's work on behalf of Washington's communities					
<b>STRATEGIES</b>					
B 1.1 Design and implement robust input and feedback policies for the public and partners					
B 1.2 Launch a Rights and Compliance section on DNR's website that publishes civil rights reports, the agency's DEIB Strategic Plan, and existing federal and state laws and policies related to environmental justice					
B 1.3 Implement an agency-wide public comment policy focused on equitable engagement and participation for all significant agency actions and all boards and commissions governed by the agency by 2024					
B 1.5 Implement an agency-wide pro-transparency policy to make our work more accessible, understood, and responsive to public need					
B 4.1 Partner to promote natural resources careers with Tribal members, indigenous people, youth, adults, veterans, and those most impacted by environmental disparities					
B 4.3 Conduct community engagement strategies across Washington to ensure programs and policy are informed by the people we serve					
<b>C Invest in Washington's People, Lands, and Communities</b>					
<b>STRATEGIES</b>					
C 4.3 Grow K-12, technical, and college natural resource education programs by establishing and expanding public-private partnerships, intergovernmental agreements, and NGO collaborations					
C 5.2 Develop and implement an agency-wide procedure for identifying disproportionate health impacts of agency actions					
<b>D Protect Our Lands and Waters</b>					
<b>STRATEGIES</b>					
D 3.4 Identify and publish gaps in how equity and environmental justice are considered in natural hazard assessments					



# Plan Implementation

- **DNR will create a new PEAR Plan every two years.**
- On an annual basis, the Core PEAR Team will submit a PEAR Progress Report to agency leadership.
- After the PEAR Plan is adopted, the PEAR Team will create an implementation guide.
- After Implementation, the cycle will begin again for another two-year plan.





# Understanding PEAR Focus Areas

## GOALS

Identified and actionable pro-equity anti-racism goals that individuals, divisions, regions, and programs can align existing and future DNR work to. These are the goals that DNR is striving to achieve.

## INTENTIONAL INVESTMENTS

These are intentional investments that are a combination of monetary, time commitments, and community outreach initiatives. These are investments DNR is making to support and achieve our PEAR goals.

### IN SYSTEMS

DNR will proactively address inequities at their root cause through strategic planning and early intervention. These investments help address inequities before they become a problem.

### FOR EMPLOYEES

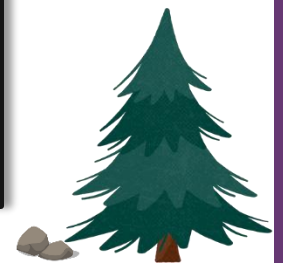
DNR will ensure that all employees are valued for their unique assets and experiences, investing in growing their talent regardless of who they are, where they come from, and where they are in the agency. The agency's efforts will prioritize employees traditionally denied equitable access to employment and professional growth opportunities.

### FOR THE PUBLIC

DNR will invest in community-based partnerships, such as corps programs, to foster strong relationships with diverse communities. Through these intentional investments, DNR will co-create equitable, informed, and responsive PEAR policies and programs.

## OUTCOME MEASURES

These include measurable outcomes that are included in annual reporting. This is how DNR plans to create transparency in our equity-based initiatives.

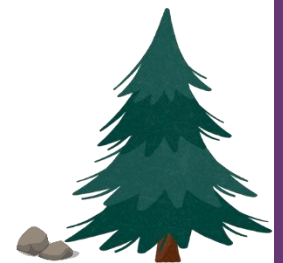


# PEAR Focus Area Goal 1 – Leadership, Hiring, Operations, & Services



This area focuses on **advancing PEAR practices and systems at all levels of agency operations.**

This is achieved through transparent and accountable organizational development, adaptive leadership, and through hiring and developing PEAR change agents.



# PEAR Focus Area Goal 2 – Workplace Culture, Development, & Equity



This area focuses on aligning DNR’s actions with State Human Resources Directive 20-02 by investing in, creating, and fostering a PEAR organization and culture.

DNR focuses on **building racially diverse and culturally responsive pathways for current and future staff at all levels.**

DNR’s goal is to create opportunities for staff to bring their full selves to work and feel welcomed, supported, and valued.

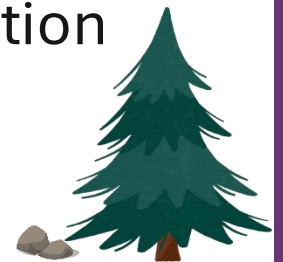


# PEAR Focus Area Goal 3 – Tribal Engagement



This area focuses on DNR’s **commitment to continuing to invest in Tribal Nations to cultivate equitable, racially just, and accessible participation with recognition of the unique histories of Tribes and Indigenous people, and the significance of the connection between the land and cultural ways of life practiced since time immemorial.**

This work is supported by DNR’s Tribal Government Consultation Policy.

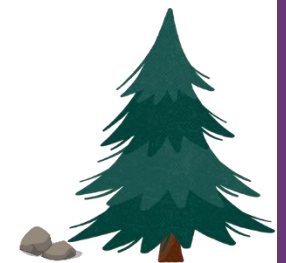


# PEAR Focus Area Goal 4 – Community Partnerships & Engagement



This area focuses on ensuring **DNR's communities, staff, and partners collaborate to develop and share mutual PEAR efforts.**

This will be supported by intentional investments to support community outreach efforts.



# PEAR Focus Area Goal 5 – Agency Communications



This area focuses on **supporting and advancing DNR’s capacity to better communicate with the public using equitable, racially just, and accessible ways** that cultivate a sense of belonging and understanding.

DNR is **committed to utilize language translation and interpretation services** in public communications. This ensures that information, data, and resources are available to Washingtonians’ emergency planning.

Additionally, DNR is committed to **adapting and using new communication channels** to increase the agency’s communication reach to the public.



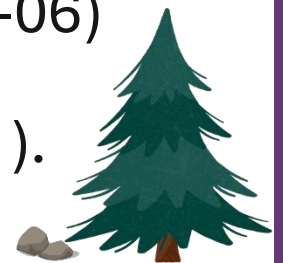
# PEAR Focus Area Goal 6 – Facilities, Contracting, & Systems Improvements



This area focuses on two key pieces for contracting: 1) **removing contracting barriers**, and 2) **prioritizing contracts awarded to small, diverse, and veteran-owned businesses**.

These efforts are informed by the Office of Minority and Women’s Business Enterprises (OMWBE) and Department of Enterprise Services (DES) small, diverse, and veteran-owned business criteria.

This work is in response to the DES Supplier Diversity Policy (DES-090-06) and Governor Executive Order Equity in Public Contracting (22-01).

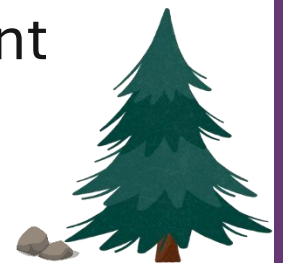


# PEAR Focus Area Goal 7 – Policies, Planning, & Budgets



This area focuses on ensuring that DNR will be accountable for incorporating **PEAR values into agency plans, policies, and budgets** to meet the needs of the public by incorporating Environmental Justice Assessments (EJAs) and Equity Impact Reviews (EIRs) for significant agency actions.

Budget decisions will be made according to the Healthy Environment for All (HEAL) Act and Climate Commitment Act (CCA) criteria.



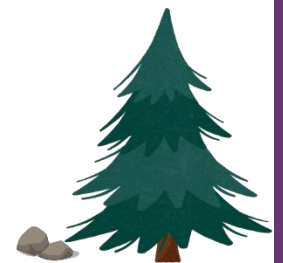


# PEAR Focus Area Goal 8 – Building PEAR Capacity & Understanding Our Impact



This area focuses on utilizing **public data tracking and reporting** in DNR's efforts to achieve PEAR outcomes.

When addressing complex issues, DNR will ensure that data collection and analysis **methods are transparent and utilized** for decision-making.



# Current Pro-Equity Work



## DNR's Current Pro-Equity Work

### HIGHLIGHTING EXISTING INITIATIVES

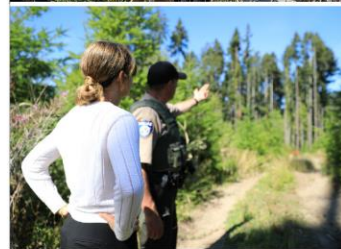
Over the last several years, DNR has worked to advance pro-equity anti-racism practices and initiatives within the agency. This includes the establishment of the Office of Workplace Culture and Development and the Office of Equity and Environmental Justice. Together, these teams have made important progress in making DNR a more equitable place to work while accomplishing our mission. The PEAR plan provides additional focus and strategy to enhance the impact of WCD and OEEI initiatives. These teams are ensuring jobs provided at DNR are rooted in serving those most impacted by health and environmental disparities, and are able to preserve public lands and water for future generations.

### WORKFORCE DEVELOPMENT AND JOBS

DNR has prioritized creating new pathways to natural resources employment in the 2022-2025 Strategic Plan by incorporating Environmental Justice, Pro-Equity Anti-Racism, and Workforce Development goals focused on providing new pathways to employment for underrepresented communities. DNR is increasing natural resources workforce development through the implementation of three focused programs.

This includes a **Youth Education and Outreach Program**, which delivers place-based, career-connected education for Washington students to explore and prepare for careers in natural resource management; an **Adult Education and Outreach Program** providing coordinated strategies for adult on-ramps into natural resources and forestry fields through academic, observational, and field-based learning opportunities; and a **Career Pathway Program** that establishes pathways for DNR employees to grow throughout their career to meet professional goals.

This work provides social and environmental benefits to working families in Washington, forest and natural resources sector industries, our natural ecosystems, and the interests of the state, counties, and cities.



Top: Snohomish students in the Youth Engaged in Sustainable Systems summer internship program visit with DNR foresters to learn about sustainable timber harvest on state trust lands.

Middle: Commissioner Franz job shadowing with DNR law enforcement.

Bottom: DNR crew planting seedlings as part of the agency's re-forestation efforts after a fire.



### ECONOMIC SECURITY FOR WORKERS AND COMMUNITIES

DNR is committed to labor standards and practices that promote careers and multi-generational economic opportunities. Social equity in labor programs and projects instituted by Washington jurisdictions have proven successful in fostering careers for workers-in-training, residents of economically disadvantaged communities, and those underrepresented in particular industry sectors in Washington. This work aligns with DNR's equity and social justice goals, and grows the skilled workforce that is necessary for Washington to continue to prosper.

Under Commissioner Franz, Project Labor Agreements (PLA) are now utilized for clean energy projects on DNR-managed lands. The department has also included labor peace agreements in commercial leases, such as the Edgewater Hotel in Seattle.

With funding from HB 1168, which the agency secured with unanimous support from the legislature in 2021, resulting in DNR's Correctional Camps Crews being paid the equivalent of local minimum wage when assigned to an active wildfire. This not only provides crew members important job skills for when they are released, but also savings to help them transition from incarceration.

### BOARDS AND COMMISSIONS

Public policy discussions and decision-making spaces should center and reflect the lives and expertise of Washingtonians – that is why DNR launched the [Environmental Justice Action Plan for Boards and Commissions](#). Launched in 2023, the plan directs the agency to expand community representation, implement more equitable practices for engagement, compensate community members for their expertise, and diversify the bodies that advise the agency on policy, practices, and planning. DNR also added capacity and for the first time, opened all advisory boards to public applications in a competitive, open process for highly qualified and frontline communities to have new opportunities to guide the agency.

The new Environmental Justice Action Plan for Boards and Commissions is a substantial step forward for more equitable representation and environmental justice. By creating a new framework for who guides the agency's work, DNR is ensuring voices most impacted by policies are included in governance and evaluation of agency actions with institutional power via their participation on formal advisory boards.

### YOUTH EDUCATION AND OUTREACH

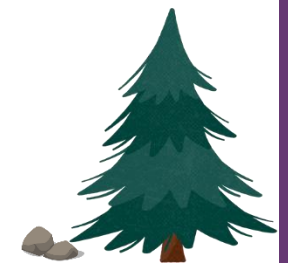
In 2023, DNR launched its Youth Education and Outreach Program (YEOP) to facilitate place-based, career-connected, outdoor learning experiences on state lands and cultivate the next generation of natural resource professionals.

In the first year of the program launching, DNR has connected with more than 2,000 K-12 students through: field-based learning; classroom activities; career fairs; science, technology, engineering, and mathematics (STEM) nights; internships; and other group activities. This program supported more than 4,500 hours of educational programming and provided professional learning opportunities for more than 120 K-12 teachers, including half-day, full-day, and multi-day workshops.

### COMMUNITY HEALTH AND RESILIENCE

After touring the damage in the town of Malden, where a Labor Day 2020 firestorm leveled most of the town, Commissioner Franz directed DNR to work with communities to build resilience throughout the state. The Wildfire Ready Neighbors program was developed to help property owners and local fire districts integrate defensible space and home hardening approaches to make Washington's communities more wildfire ready. Launched in 2021 in six Eastern Washington counties, more than 4,000 participants have already pledged more than 20,000 actions to make their homes and communities more wildfire ready. In 2023, DNR launched the program in three counties on the western side of the state. The agency will expand to five additional at-risk counties with additional funding from HB 1168.

DNR is also addressing fire risks with home weatherization approaches to help mitigate smoke and air quality concerns. Home assessments will be accompanied by direct connections to weatherization grant programs to help Washingtonians make home improvements, such as ventilation systems, insulation, and sealing air gaps and leaks in the home. As a key strategy within the DNR Wildland Fire Protection 10-Year Strategic Plan, the agency continues to help communities identify smoke respite areas and utilize community buildings as clean air and cooling centers.



# DNR's Current Pro-Equity Work

- Economic Security for Workers and Communities
- Workforce Development and Jobs
- Environmental Justice Action Plan for Boards and Commissions
- Community Health and Resilience
- Urban and Community Forestry Program
- DNR's Tribal Government Consultation Policy
- New Public Meetings & Community Involvement Policy
- Everyone Outdoors Program - Discover Pass Access
- New and Revised Policies

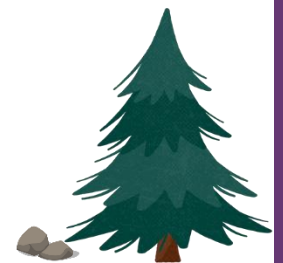


## Contact for More Information

For questions on DNR's Draft PEAR Plan, please reach out via email to: [wcd@dnr.wa.gov](mailto:wcd@dnr.wa.gov)

Please visit [DNR's Environmental Justice website](https://dnr.wa.gov/EnvironmentalJustice) for more information.

[dnr.wa.gov/EnvironmentalJustice](https://dnr.wa.gov/EnvironmentalJustice)



# Public Comment Welcome



Please share specific feedback on how we can better provide access to resources and services within your communities.

