

PRWG PROPOSAL FOR INCLUSION IN 10-YEAR PLAN:

WASHINGTON STATE LEGACY COUNCIL

Vision. Hold the state accountable to implementing an equity-driven, person-centered 10-year comprehensive strategic plan for reducing poverty and inequality.

Background. The experiences of individuals, kids, families, and communities living in poverty are too often ignored and/or not believed, and they historically have lacked the power to influence the policies, programs, and practices that affect their lives. Without their knowledge and expertise at decision-making tables, policies, programs, and practices intended to lift people out of poverty are not as effective as they could be, and, in some cases, are harmful. Moreover, solutions tend to focus on individuals, rather than treating the social and economic conditions that are root causes of poverty. Incorporating the knowledge and expertise of those most affected by poverty is essential to the development of policies, programs, and practices that will increase intergenerational social and economic mobility for all Washingtonians.

Proposal. Establish a **Washington State Legacy Council**. The council will be tasked with providing oversight and accountability during the implementation of the 10-year comprehensive plan to reduce poverty and increase intergenerational social and economic mobility in Washington state.

The Legacy Council must:

- Consist of 18 members, with a recruitment priority of people impacted by poverty and organizations working on their behalf;
- Have a solid majority of individuals/families that are geographically and demographically representative of people most affected by poverty;
- Work in collaboration with the Joint Legislative-Executive Taskforce on Poverty Reduction and aligned internal and external stakeholders;
- Adequately reimburse members for their time and expertise; and
- Receive staffing support from the co-chairs of the Legislative-Executive Taskforce on Poverty Reduction.

Anticipated Benefits of Proposed Change (choose all that apply).

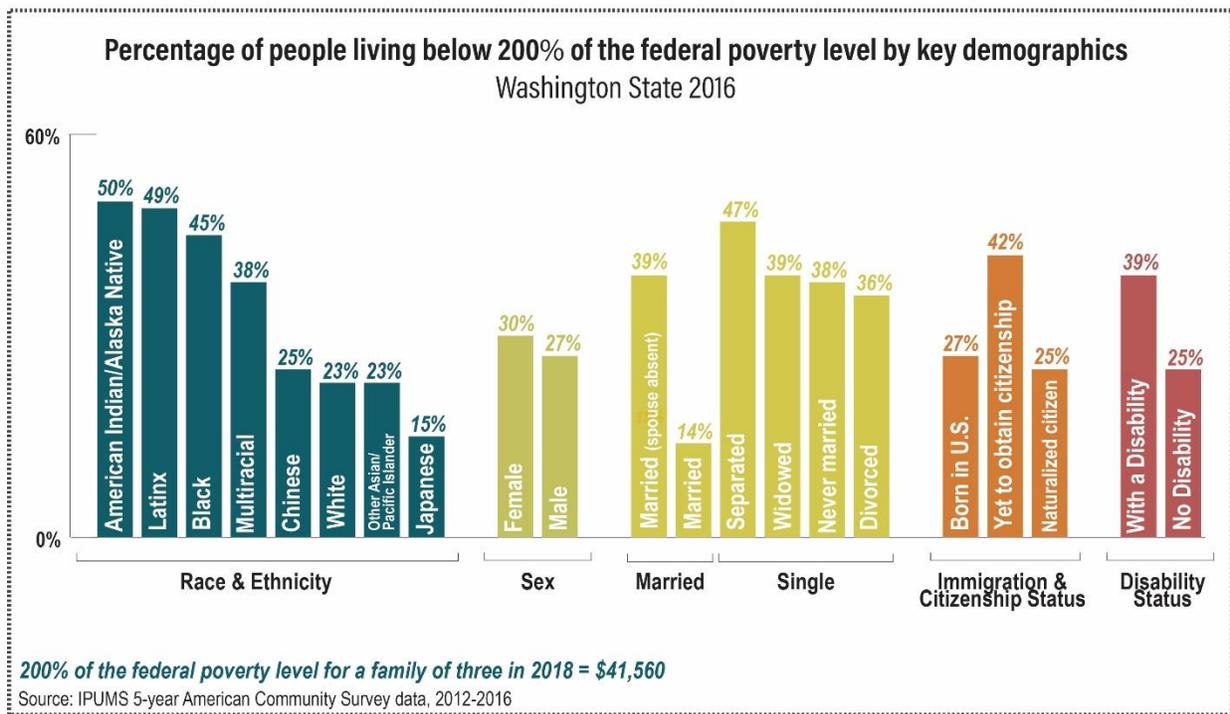
This proposal will affect one or more of the following areas discussed in PRWG’s Theory of Change:

<input type="checkbox"/>	Reduction in cost-of-living	<input checked="" type="checkbox"/>	Progress toward eliminating structural racism and inequality
<input type="checkbox"/>	Increase in income and resources	<input type="checkbox"/>	Increase in opportunity by zip code
<input checked="" type="checkbox"/>	Removal of punitive and/or systemic policy/program barrier	<input type="checkbox"/>	

Who benefits? Who is burdened? (a.k.a. What does the data & research tell us?)

Historically, the majority of the decisions on social and economic policies, programs, and practices have been made by an overwhelmingly white, male, middle-to-upper class majority, resulting in conditions based on a homogenous set of biases and assumptions that lead to a high degree of inequality. The impact is evident in the data – while over one in four (27 percent) Washingtonians overall struggle to make ends meet, people of color, indigenous people, families with young children, youth transitioning to adulthood, rural families, immigrants and refugees, and people with disabilities have the highest rates of poverty and face the greatest systemic barriers to social and economic mobility in Washington state (Figure 1).

Figure 1



A growing body of research shows that increasing equity, diversity, and inclusion in decision-making reaps considerable rewards. Solutions in all sectors are shown to be more nuanced, successful, and profitable when a diversity of perspectives are involved.¹

Within health and human services, policies and programs are more likely to be successful when the people most affected by a policy, program, or practice are included in decision-making. Yet, leadership across the legislative and executive branches responsible for overseeing major health and human service programs in Washington state remain predominantly white (Table 1).²

Moreover, eliminating disparities in the experience of poverty and achieving equity requires a fundamental shift in the policies, practices, attitudes, and culture that are both implicitly and explicitly espoused by leadership across all sectors, including government.³ Establishing a Legacy Council to ensure the state is held accountable to the goals and recommendations in the 10-year plan would ensure such shifts take place, and that there is alignment and accountability across agencies and partners to achieve equity in the shared outcomes we seek.

¹ McKinsey & Company (2015) *Why Diversity Matters* downloaded at <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>

² 2019 DSHS analysis of Human Resources data; HOLD FOR OTHER AGENCY DATA

³ Equity in the Center downloaded February 10, 2019 at <https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5b508d9a2b6a2853e2d07b9f/1532005799212/ProInspire-Equity-in-Center-publication-digital-v6.pdf>

Table 1: Leadership Diversity Among Legislative & Executive Branch Bodies

Demographic	State Population	Legislature	DSHS	Commerce	SBCTC	DCYF	HCA
Sex							
Female	50%	33%					
Male	50%	67%					
Race							
Native American	1.4%	1%					
Asian/Pacific Islander	8.4%	4%					
Black	3.6%	1%					
Latinx	12.2%	1%					
Multiracial	8.9%	2%					
White	77.7%	91%					
Education							
Less than Bachelor's	63%	3%					
Bachelor's	21%	35%					
Advanced	12%	44%					
Generation							
Millennial (1981-1996)	31%	6%					
Gen X (1965-1980)	28%	29%					
Baby Boomer (1946-1964)	30%	50%					
Silent (1928-1945)	10%	15%	*				
Greatest (Before 1928)	1%	0%	*				

Source: National Conference of State Legislators downloaded on February 8, 2019 at <http://www.ncsl.org/research/about-state-legislatures/who-we-elect-an-interactive-graphic.aspx#>

Planned Stakeholder Engagement

Consultation with PRWG Steering Committee, Statewide Poverty Action Network, Community Action Partnership Network, United Way, Catholic Charities, Washington Anti-Poverty Advocates Group, Early Learning Action Alliance, DSHS, Commerce, ESD, SBCTC, HCA, and DCYF.

Success Measures

How much?	How well?
<ul style="list-style-type: none"> Was council established? # of members recruited 	<ul style="list-style-type: none"> % people of color % indigenous people % immigrants and refugees % women (including w/ children) % people with disabilities % rural
Difference made	
<ul style="list-style-type: none"> % policy, program, and/or practice recommendations in 10-year plan acted upon by legislative and executive branch agencies 	
<ul style="list-style-type: none"> Recommendations are tracked measured and evaluated for effectiveness 	
<ul style="list-style-type: none"> Recommendations/strategies are adjusted as needed using a comprehensive Toolkit process 	
<ul style="list-style-type: none"> There is an effective, periodic report out to Community, particularly those most affected by poverty, 	