**Washington State Office of Equity**

[**Executive Order 22-04**](https://www.governor.wa.gov/sites/default/files/exe_order/22-04%20-%20Implementing%20PEAR%20%28tmp%29.pdf)

***Frequently Asked Questions* (FAQs)**

Updated 4/25/2022

1. **How will statewide and agency-specific process and outcome measures be established?**

Agency PEAR Teams will identify process and outcome measures in their agency PEAR Strategic Action Plan to assess their PEAR Strategic Action Plan performance.

The Office of Equity is responsible for creating statewide and agency-specific process and outcome measures to show performance, using outcome-based methodology to determine the effectiveness of agency programs and services on reducing disparities.

The Office of Equity is also responsible for convening a team of employees and community members to determine whether the statewide and agency-specific performance measures established accurately measure the effectiveness of agency programs and services in the communities served.

1. **Who is responsible for assessing agency performance on process and outcome measures?**

Agencies and the Office of Equity are both responsible.

Agencies are responsible for preparing and submitting a PEAR Annual Performance Report to the Office of Equity by September 1, 2023, and every year thereafter. Agencies are also responsible for utilizing quarterly performance review process as best practice to monitor progress towards agency PEAR Strategic Action Plan goals.

The Office of Equity is responsible for convening a team of employees and communities impacted by state programs and services to develop and publish a report for each agency detailing whether the agency has met the performance measures established and the effectiveness of agency programs and services on reducing disparities, including the agency's strengths and accomplishments, areas for continued improvement, and areas for corrective action.

The Office of Equity will also post statewide and agency-specific plans, performance measures and outcomes, and Office of Equity agency performance review reports on the dashboard, by September 30, 2023, and every year thereafter.

1. **What does “delegating authority” to the PEAR Team mean?**

PEAR Teams are not simply making recommendations to agency leaders for consideration. Agency leaders must support and empower their PEAR Team to make decisions in the organization to carry out the requirements of Executive Order 22-04 and advance a PEAR ecosystem. This is not delegating signature authority or other specific types of delegated authority.

Agency leaders are responsible for fulfilling duties under Executive Order 22-04 and their PEAR Teams must be empowered and given what they need to make it happen.

1. **To which agencies does Executive Order 22-04 apply?**

All executive branch state agencies and executive branch boards and commissions (see paragraph one of Executive Order 22-04).

1. **Paragraph three of the Executive Order references “digital access and literacy,” yet, the PEAR Plan & Playbook one-pager references “digital equity.” Which one is correct?**

The 15th Determinant of Pro-Equity Anti-Racism (PEAR) is Digital Equity. Digital equity is a broader term that encompasses digital access and literacy.