



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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Hello:

Back in April of 2018, Governor Inslee issued a memorandum to state agencies directing them to engage in improvements around diversity, equity and inclusion (DEI). In addition, OFM State Human Resources and DES Workforce Support and Development have been engaged in providing enterprise tools and resources to facilitate such work at the agency level. This work has occurred with agency liaisons and partners through DEI committees on training, policy, and data/investigations.

In addition to DEI definitions and competencies, we have also produced draft model policies related to workplace diversity, equity, inclusion, and respect. These policies are set for publication to the community in January 2020 at the 2nd DEI Summit. Prior to their release, we are engaging stakeholders in a review process to incorporate, where possible, their edits and feedback.

You are receiving this information because you and your organization have been identified as a stakeholder. Attached you will find a copy of the draft model policies (version 1.4). We are asking stakeholders to provide their feedback by September 13 by emailing scott.nicholson@ofm.wa.gov. After this, the draft will undergo a review by agency leaders and the Attorney General's Office. As such, it is recommended that agencies wait to implement any of the policies attached until these reviews have occurred and final publication happens.

Also, because of the additional layers of review ahead for the draft policies, I am asking that your review of the attached be primarily focused, at this point, on what showstoppers you see and anything that we missed that needs to be included. Style, grammar, format, and legal review will happen through subsequent drafts.

We are not asking for your organization's endorsement of the policies, but rather, we want to ensure we have your lens to help us catch any significant issues in what we're moving forward. Your involvement is important to this work. We hope you are supportive in us acknowledging your involvement as we show appreciation and honor those who have helped us move this important resource forward.

Thank you in advance for your participation and support. Please let me know if you have questions or would like to discuss the request or specific information. Also, if you are interested in joining one of our DEI committees please let me know.

Onward, together!

A handwritten signature in blue ink, appearing to read "SN", with a flourish extending to the right.

Scott Nicholson, Deputy Assistant Director
State Human Resources

the meaning provided below, unless specifically mentioned otherwise. Like this document, the definition development is a continual process and will be updated as needed.

<u>Term</u>	<u>Definition</u>
Ability	Having the qualities, skills, competence, or capacity to perform an action, or perceived as having the qualities, skills, competence, or capacity to perform an action.
Ability privilege	Unearned benefits, rights, or advantages enjoyed by individuals who do not have or are perceived to not have a disability.
Ableism	The belief that people without disabilities are superior, have a better quality of life, or have lives more valuable or worth living than people with an actual, perceived, or non-apparent disability resulting in othering, oppression, prejudice, stereotyping, or discrimination. Refer to Disablism.
Access	Creating and advancing barrier-free design, standards, systems, processes, and environments to provide all individuals, regardless of ability, background, identity, or situation, an equally effective opportunity to participate in, utilize, and enjoy the benefits of: employment, programs, services, activities, communication, facilities, electronic/information technology, and business opportunities.
Acculturation	Process through which a person or group from one culture comes to adopt the practices and values of another cultures, while still retaining their own distinct culture. (Derived from Nicki Lisa Cole, PhD, 2019)
Adultism	Prejudice and discrimination against young people in favor of older people.
Ageism	Oppression, prejudice, stereotyping, or discrimination based on a person's actual or perceived age. The dominant culture assigns value based on a person's actual or perceived age.
Ally	A person of one social identity group who advocates with and supports members of another group; typically a member of the dominant identity advocating with and supporting a marginalized group. (University of Houston)
Anti-Semitism	Oppression, prejudice, stereotyping, or discrimination based on a person's actual or perceived membership in a Semitic group. This can include members of Judaism, those that identify as Jewish ethnically, define themselves as Hebrew, are from the nation state of Israel, or are from countries where Amharic, Arabic, or Aramaic are spoken.
Assimilate	The phenomenon that occurs when people belonging to the non-dominant group adjust or integrate their behaviors or attitudes in an attempt to be accepted into the dominant group's culture norms either willingly or

	forcibly, for the sake of personal and/or professional survival, i.e. in order to gain/sustain access to the same opportunities and resources as the dominant group.
Authentic-Self	Acting in alignment with your identity. Based on varied circumstances, may be expressed or suppressed.
Bias	<p>Judgment or preference toward or against one group over another.</p> <ul style="list-style-type: none"> • <i>Implicit or Unconscious Bias</i> refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. • <i>Explicit or Conscious Bias</i> are biases we know we have and may use purposefully. <p>(Derived in part from the Governor’s Interagency Council on Health Disparities.)</p>
Biological Sex	<p>Biological sex involves a combination of four elements: external genitalia, internal reproductive organs, chromosomes, and hormones.</p> <ul style="list-style-type: none"> • <u>Female</u> - Born with XX chromosomes, a uterus, female genitalia, and produces female hormones in puberty. • <u>Intersex</u> - Born with one or more of the four elements of biological sex in a combination that is not female or male. Examples are: people who are born with internal genitalia complicating the assignment of sex at birth; people born with both male and female genitalia; people born without genitalia; people born with an extra chromosome (XXX, XXY, XYY); people with genitalia suggesting one gender while the hormones produced in puberty are more consistent with the other gender. Intersexuality occurs as often as every 1 in 100 births. • <u>Male</u> - Born with XY chromosomes, male gonad tissue and genitalia, and produces male hormones in puberty. <p>Many transgender people use the acronyms AFAB (assigned female at birth) or AMAB (assigned male at birth) to refer to their given gender or biological sex.</p>
Biphobia	A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward bisexual people. The term can also connote a fear, disgust, or dislike of being perceived as bisexual.
Belonging (ness)	Your well-being is considered and your ability to design and give meaning to society’s structures and institutions is realized. More than simply

	tolerating and respecting difference, belonging requires that all people are welcome with membership and agency in the society. Belonging is vital in order to have a thriving and politically engaged populace, which informs distributive and restorative decision-making. <i>Refer to Othering.</i> (Adapted from Powell's and Balajee's works on Othering and Belonging)
Classism	Oppression, prejudice, stereotyping, or discrimination based on a person's actual or perceived class to advantage and strengthen the dominant class.
Color	Color is defined as pigmentation, complexion, or skin shade or tone. Skin color can be, but it not necessarily, a characteristic of race. See Colorism. (Derived from Greenwald and Doherty, LLP)
Colorism	The belief that a person's skin color, tone, shade, pigmentation, or complexion is superior to another's within a specific racial or ethnic group and includes discrimination based on the perceived lightness, darkness or other color characteristic of a person. See Color. (Derived from Greenwald and Doherty, LLP)
Culture	A set of values, beliefs, customs, norms, perceptions, and experiences shared by a group of people. An individual may identify with or belong to many different cultural groups. Culture is passed to others through communication, learning, and imitation.
Cultural Appropriation	Theft, exploitation, or mimicry of cultural elements for one's own personal use or profit – including symbols, dress, art, music, dance, language, land, customs, medicine, etc. – often without understanding, acknowledgment, or respect for its value in the original culture. In the United States it results from the assumption of a white dominant culture's right to take other cultural elements. (Derived from Colors of Resistance archive and www.philosophytalk.org) See <i>White Dominant Culture</i> .
Cultural Competence	An ability to interact effectively with people of all cultures and understand multiple cultural frameworks, values, and norms. Cultural competence comprises four components: <ul style="list-style-type: none"> (a) Awareness of one's own cultural worldview, (b) Attitude towards cultural differences, (c) Knowledge of different cultural practices and worldviews, and (d) Cross-cultural skills. A key component of cultural competence is respectfully engaging others with cultural dimensions and perceptions different from our own and recognizing that none are superior to another. Cultural competence is a developmental process that evolves over an extended period.
Cultural Humility	Approach to respectfully engaging others with cultural identities different from your own and recognizing that no cultural perspective is superior to another. The practice of cultural humility for white people is to acknowledge systems of oppression and involves critical self-reflection,

	<p>lifelong learning and growth, a commitment to recognizing and sharing power, and a desire to work toward institutional accountability. The practice of cultural humility for people of color is to accept that the dominant culture does exist, that institutional racism is in place, to recognize one's own response to the oppression within in it and to work toward dismantling it through the balanced process of calling it out and taking care of one's self.</p> <p>(Derived in part from the Governor's Interagency Council on Health Disparities.)</p>
Disability	An actual, perceived, or non-apparent physical, sensory, mental, or cognitive condition that has an adverse effect on a person's ability to carry out day-to-day life functions. Environmental barriers may hinder persons with disabilities from fully and effectively participating on an equitable basis.
Disablism	A set of assumptions (conscious or unconscious) and practices that promote the differential or unequal treatment of people because of actual, perceived, or non-apparent disabilities. (refer to Ableism) (<i>stopableism.org</i>)
Discrimination	Inequitable treatment of an individual or group based on their actual or perceived membership in a specific group.
Diversity	<p>Describes the presence of differences within a given setting, collective, or group. An individual is not diverse...a person is unique. Diversity is about a collective or a group and exists in relationship to others. A team, an organization, a family, a neighborhood, a community can be diverse. A person can bring diversity of thought, experience, and trait, seen and unseen, to a team...and the person is still an individual. (<i>See Workforce Diversity and Workplace Diversity</i>)</p> <p>Workforce Diversity means a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from and where they have lived and their differences of thought and life experiences. (U.S. Office of Personnel Management Office of Diversity and Inclusion – 2011 Strategic Plan)</p>
Dominant Culture	It is the most institutionally normalized power, is widespread, and influential across societal structures and entities in which multiple cultures are present. <i>Refer to Culture and White Dominant Culture.</i>
Environmental Justice	Environmental justice means the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement

	of environmental laws, regulations, and policies. It recognizes that there are communities that are under-resourced, marginalized and oppressed across Washington that are disproportionately impacted. Justice will be achieved when everyone enjoys the same degree of protection from environmental and health hazards, access to the decision-making process, and benefits of a healthy environment in which to live, learn, and work. (U.S. Environmental Protection Agency (EPA))
Ethnocentrism	The belief that one’s own ethnic group or culture is superior to other ethnic groups and cultures.
Equity	The act of developing, strengthening, and supporting procedural and outcome fairness in systems, procedures, and resource distribution mechanisms to create equitable (not equal) opportunity for all people. Equity is distinct from equality which refers to everyone having the same treatment without accounting for differing needs or circumstances. Equity has a focus on eliminating barriers that have prevented the full participation of historically and currently oppressed groups.
Ethnicity	A social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. (Equity in the Center, ProInspire)
Gender Identity	<p>A person’s innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. A person’s gender identity can be the same or different from their biological sex.</p> <ul style="list-style-type: none"> • <u>Agender</u> - When a person feels like they have no gender at all and have no connection to any gender. Without gender. • <u>Cisgender</u> - Describes a person whose gender identity and gender expression matches the gender typically associated with their biological sex. Often abbreviated to “Cis”. • <u>Gender Non-Binary</u> - A term of self-identification for people who do not identify within the limited and binary terms that have described gender identity: male or man or female or woman. • <u>Genderfluid</u> - Individuals whose gender varies over time. A gender fluid person may at any time identify as male, female, agender, or any other non-binary identity, or some combination of identities. • <u>Genderqueer</u> - Describes a person who identifies outside of the binary of male/man and female/woman. It is also used as an umbrella term for many gender non-conforming or non-binary identities (e.g., agender, bi-gender, genderfluid). • <u>Transgender</u> - An umbrella term used to describe a person whose gender identity and sex assigned at birth do not correspond.

Gender-Expansive	An umbrella term used for individuals that broaden their own culture's commonly held definitions of gender, including expectations for its expression, identities, roles, and/or other perceived gender norms. Gender-expansive individuals include those with transgender and non-binary identities, as well as those whose gender in some way is seen to be stretching society's notions of gender. (Refer to Gender Identity and Gender Expression.)
Gender Expression	External appearance of one's gender, usually expressed through behavior, clothing, haircut or intonation, and which may or may not conform to societal expectations of a person's sex assigned at birth or their gender identity. <ul style="list-style-type: none"> • <u>Gender Non-Conforming</u> - A way to describe a person whose gender expression does not correspond with their sex assigned at birth. It is not used as a personal identifier.
Gender Pronouns	A pronoun that a person chooses to refer to themselves. These include, but aren't limited to: she, her, hers, herself; he, him, his, himself; they, them, theirs, themselves; and ze, hir or zir, hirs or zirs, hirself or zirself.
Genetic Information	Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about the manifestation of a disease or disorder in an individual's family members (Equity in the Center, ProInspire)
Heterosexism	Discrimination or prejudice against LGBTQ+ people on the assumption that heterosexuality is the cultural norm and the prejudice belief that heterosexuals are socially and culturally superior.
Homophobia	A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward LGBTQ+ people. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ+.
Identity	A person's innermost concept of self. How an individual perceives themselves and what they call themselves.
Inclusion	Intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decision-making processes. Inclusion is not a natural consequence of diversity. There must be intentional and consistent efforts to create and sustain a participative environment. Inclusion refers to how groups demonstrate that people are valued as respected members of the group, team, organization, or community. Inclusion is often created through progressive, consistent, actions to expand, include, and share.

Intersectionality	Intersectionality is a framework for understanding the interaction of cultures and identities held by an individual. Intersectionality explains how an individual with multiple identities that may have been marginalized can experience compounded oppression (such as racism, sexism, and classism) or how an individual can experience privilege in some areas and disadvantage in other areas. It takes into account people’s overlapping identities in order to understand the complexity of their life outcomes and experiences. (Derived from Kimberlé Williams Crenshaw’s work)
LGBTQ+	An acronym that describes individuals who identify as Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning, Intersex, Asexual. The “+” respectively includes, but is not limited to two-spirit and pansexual. The term queer is sometimes used within the community as an umbrella term to refer to all LGBTQ+ people. It may also be used as a political statement which advocates breaking binary thinking and seeing sexual orientation, gender identity and gender expression as potentially fluid.
Marginalization	The social process of relegating a particular person, groups or groups of people to an unimportant or powerless position. This use of power prevents a particular person, group, or groups of people from participating fully in decisions affecting their lived experiences, rendering them insignificant or peripheral. Some individuals identify with multiple groups that have been marginalized. People may experience further marginalization as a result of their intersecting identities.
Microaggression	The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. (Equity in the Center, ProInspire)
Military Status	<p>A person’s connection to the military in the categories listed below:</p> <ul style="list-style-type: none"> • Disabled Veterans: A veteran who is entitled to compensation under laws administered by the Department of Veteran Affairs or a person who was discharged or released from active duty because of a service-connected disability. This includes veterans who would be entitled to disability compensation if they were not receiving military retirement pay instead. Reference: Title 38 U.S.C. Section 4211 (3) • Military Spouse: Washington State recognizes military spouse as any person currently or previously married to a military service member during the service member’s time of active, reserve, or National Guard duty. Reference: Executive Order 19-01 • National Guard & Reserve Service: The Armed Forces reserve component includes the Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force Reserve, Coast Guard Reserve, Army National Guard of the United States and the Air National Guard of the United States. The individuals are currently serving in a reserve

	<p>component capacity contributing to the national security and military readiness. Reference: Title 38 U.S.C. Section 101 (7)</p> <ul style="list-style-type: none"> • Special Disabled Veterans: A veteran who is entitled to compensation under laws administered by the Department of Veteran Affairs <ul style="list-style-type: none"> • a disability rated at 30 percent or more; or • a disability rated at 10 or 20 percent in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap; or • a discharge or release from active duty because of a service-connected disability. <p>Reference: Title 38 U.S.C. Section 4211 (1)</p> <p>Veteran: includes every person who has received a discharge or was released from active military service under conditions other than dishonorable or is in receipt of a United States department of defense discharge document that characterizes their military service as other than dishonorable. Reference: A combination of RCW 41.04.007 & Title 38 U.S.C.</p>
Misogyny	The dislike of, contempt for, or engrained prejudice against women/females.
Nationality	A specific legal relationship between a person and a state, whether by birth or naturalization in the case of an immigrant.
National Origin	System of classification based on the nation from which a person originates regardless of the nation they currently reside. National origin is not something an individual can change, though origin can change through the generations of family.
Oppression/Anti-Oppression	<p><u>Oppression:</u> Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access. This can occur, intentionally and unintentionally, on individual, institutional, and cultural levels.</p> <ul style="list-style-type: none"> • Individual: attitudes and actions that reflect prejudice against a social group (unintentional and intentional). • Institutional: policies, laws, rules, norms, and customs enacted by organizations and social institutions that disadvantage some social groups and advantage other social groups (intentional and unintentional). • Societal/cultural: social norms, roles, rituals, language, music, and art that reflect and reinforce the belief that one social group is superior to another (intentional and unintentional). <p><u>Anti-oppression:</u> The act of shifting power to people who have been marginalized by recognizing, mitigating, and eliminating the oppressive</p>

	effects of the individual, institutional, and societal elements of the dominant culture.
Othering	Othering encompasses the systematically expressed prejudice on the basis of group identities or membership. It is a common set of dynamics, processes, and structures that produces marginality and persistent inequality across any of the full range of human differences. It is a strategy of the dominant culture to prevent belonging. Dimensions of othering include, but are not limited to, religion, sex, race, ethnicity, socioeconomic status (class), disability, sexual orientation, citizenship/immigration status, and skin tone. <i>Refer to Belonging.</i> (Derived from “ <i>The Problem of Othering: Towards Inclusiveness and Belonging</i> ,” j. a. Powell and Stephen Menendian and “ <i>Implicit Bias and Structural Racilization</i> ,” Kathleen Osta and Hugh Vasquez, National Equity Project)
People of Color or Communities of Color	Collective term for referring to non-white racial groups. (Derived from ICHD)
Power	The ability to decide who will have access to opportunity and resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.
Power-over	The ability to impact others without respect or their permission. Exercising control over another person or people through the use of force, authority or position, and the dissemination of punishment and reward.
Power-with	Using or exercising one’s power to work with others equitably for common good, showing respect, leveraging strengths, and providing guidance.
Prejudice	Prejudice is an idea or opinion that is not based on fact, logic, or actual experience. Prejudice may be formed by a person’s previous experience, learning, and observations.
Privilege	Privilege is any unearned benefit, position, power, right, or advantage one receives in society as a result of their identity. In the United States privilege is prevalent in the following areas: <ul style="list-style-type: none"> • Ability privilege; • Age privilege; • Christian privilege; • Cis Privilege; • Class or economic privilege; • Hetero privilege; • Male privilege; • National origin; and • White privilege.

Questioning	A term to describe a person who is exploring their sexual orientation, gender identity, or gender expression.
Race	A social construct that divides people into smaller social groups based on characteristics most typically skin color. Racial categories were socially constructed, and artificially created whiteness as one of the elements of the dominant culture. Race was created to concentrate power and advantage people who are defined as white and justify dominance over non-white people. The idea of race has become embedded in our identities, institutions, and culture, and influences life opportunities, outcomes, and experiences. Racial categories change based on the political convenience of the dominant society at a given period of time. Refer to Nationality/National Origin, Color, Colorism, and Ethnicity.
Race Equity	The vision or existence of a community, society, or world in which race or color does not predict the amount and quality of opportunities, services, and benefits. The condition where one's race identity has no influence on how one fares in society.(Derived from Local and Regional Government Alliance on Race and Equity)
Racism	<p>A way of representing or describing race that creates or reproduces structures of domination based on racial categories. (Howard Winant and Michael Omi, Racial Formation in the United States)</p> <p>In other words, racism is racial prejudice plus power. In the United States, it is grounded in the creation of a white dominant culture that reinforces the use of power to create privilege for white people while marginalizing people of color, whether intentional or not.</p> <p>It is perpetuated in multiple forms of racism that include:</p> <ul style="list-style-type: none"> • Individual racism - An individual's beliefs, attitudes, and actions that perpetuates racism. • Interpersonal racism - When individuals express their beliefs and attitudes with another person that perpetuates racism. • Internalized racism - When people of color, knowingly or unknowingly, accept and integrate negative racist images, beliefs, and identities to their detriment. • Institutional racism - Intentional or unintentional, laws, organizational practices, policies, and programs that work to the benefit of white people and to the detriment of people of color. • Systemic racism: The way an entire system collectively contributes to racial inequities. This includes the health, environmental, education, justice, government, economic, financial, transportation, and political systems. • Structural racism - The interplay of laws, practices, policies, programs, and institutions of multiple systems, which leads to adverse outcomes and conditions for communities of color compared to white

	<p>communities. (Derived from multiple resources including Racial Equity Tools; racialequitytools.org)</p>
Respect	A feeling or understanding that someone or something is important, valued and should be treated in a dignified way. (Equity in the Center, ProInspire)
Sexism	Discrimination or prejudice against a particular sex or gender on the assumption that another sex or gender is the social and cultural norm. It typically has the most negative impact on women.
Sexual Orientation	<p>A person’s physical, romantic, emotional, aesthetic, and/or other form of attraction to others. Gender identity and sexual orientation are not the same. For instance, transgender people can be straight, bisexual, lesbian, gay, asexual, pansexual, queer, etc. just like anyone else. (Our current version: An inherent and enduring emotional, romantic, or sexual attraction to other people.)</p> <ul style="list-style-type: none"> • <u>Aromantic</u> – A person who experiences little to no emotional or romantic to other people. Sometimes aromantic people abbreviate the term to Ace. • <u>Asexual</u> - A person who experiences little to no physical attraction to other people. Sometimes asexual people abbreviate the term to Ace. • <u>Bisexual</u> - A person who has an emotional and physical attraction to persons of the same and different genders. • <u>Gay</u> - A person who is emotionally and physically attracted to someone of the same gender. It is more commonly associated with males or men. • <u>Heterosexual</u> - A person who is emotionally and physically attracted to people of the opposite sex. • <u>Lesbian</u> - A female or woman who has an emotional and physical attraction for other females or women. • <u>Pansexual</u> - A person who is emotionally and physically attracted to individuals of all gender identities and expressions. • <u>Queer</u> - A person who expresses fluid identities and/or orientations in their emotional and physical attraction to others. The term is sometimes used as an umbrella term to refer to all LGBTQIA+ people.
Social Construct	A social phenomenon or convention originating within and cultivated by society or a particular social group, as opposed to existing inherently or naturally.
Social Justice	A practice within a society based on principles of equality and solidarity that understand and values human rights and recognizes the dignity of every human being. Such a practice would strive to provide basic human needs

	and comforts to all members of the society regardless of class, race, religion or any other characteristic.
SOGIE	An acronym, usually used in data collection, for addressing Sexual Orientation, Gender Identity and Expression, which captures all of the ways people self-identify. SOGIE includes LGBTQ+ as well as heterosexual, cisgender, and non-questioning individuals.
Stereotype	Characteristics attributed to an individual or group based on generalization, oversimplification, or exaggeration that may result in stigmatization and discrimination. (WA Interagency Council on Health Disparities)
Tokenism	The practice of making only a perfunctory or symbolic effort to do a particular thing.
Transphobia	A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward people who are transgender or gender non-conforming. The term can also connote a fear, disgust, or dislike of being perceived as transgender or gender non-conforming.
Two-Spirit	A term sometimes used to describe Indigenous individuals who have a gender identity or gender expression that does not align with their sex assigned at birth or have a culturally distinct gender, apart from male or man and female or woman.
Western-centrism	The tendency to believe that Western society values, standards and norms are superior to those of other cultures.
White Dominant Culture	Culture defined by white men and white women with social and positional power, enacted both broadly in society and within the context of social entities such as organizations. Refer to Dominant Culture and White Supremacy
White Supremacy	A political, economic, and cultural system in which white people are believed to be the normal, better, smarter, holier race over all other races. This system entitles whites with overwhelming control, power, and material resources. Conscious and unconscious ideas of white superiority and entitlement are widespread. White dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings. A white supremacy mindset is perpetuated when elements of this system are not named, agreed to, or actively undone. (Derived from Okun, Tema and www.dismantlingracism.org) change cite to Critical Race Theory and U of Maryland
Workforce Diversity	Workforce Diversity means a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran

	status, [politic beliefs, communication styles], and family structures. The concept also encompasses differences among people concerning where they are from and where they have lived and their differences of thought and life experiences. Derived from (U.S. Office of Personnel Management Office of Diversity and Inclusion – 2011 Strategic Plan) (See Diversity and Workplace Diversity)
Xenophobia	A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward people from other countries. The term can also connote a fear, disgust, or dislike of being perceived a person is from other countries.

Appendix

Source material and additional reference literature

[Governor Inslee's April 2018 Memorandum and Action Plan Concerning DEIR](#)

[DEI Policy Committee Charter](#)

[2018 Washington State Human Resources Management Report](#)

[Equity Language Guide from the Governor's Interagency Council on Health Disparities](#)