

# OUR COMMITMENT TO PROGRESS

We believe all Washingtonians must have the same opportunities free from the barriers of racism.

We believe the private sector has a vital role to play in creating lasting change in support of racial equity for Black Washingtonians.

We believe racial equity is achievable in our state.

Our coalition of employers is committed to supporting Black Washingtonians and building a future rooted in equity for all. We start by setting collective goals to advance equity in the private sector workplace and by committing to hold ourselves accountable. We will listen and learn from those with lived experience and partner with business and community leaders, advocates, and other stakeholders working to advance racial equity in our state. We will remain steadfast in our commitment.

## WE COMMIT TO DRIVING RACIAL EQUITY IN THE PRIVATE SECTOR WORKPLACE. OUR COLLECTIVE GOALS FOR 2030:

- Foster an inclusive corporate culture inside our organizations. This includes removing bias to achieve racial equity in hiring, evaluation, and promotion processes; providing anti-bias training and racial equity education for employees; supporting a community of Black professionals; and amplifying the voices and experiences of our Black employees and customers.
- Employ a workforce that reflects our communities. The percentage of our workforce that identifies as Black should mirror the percentage of the working age population that identifies as Black in the communities in which we operate.
- Achieve racial parity in average compensation for employees in similar job categories.
- Increase Black representation in management and senior leadership positions.
- Increase internships and work-embedded learning experiences for Black students.
- Increase diversity and racial equity among contractors, vendors, and supplier networks and increase investment in Black-owned businesses.
- Invest in advancing racial equity in our workplaces and our communities. Collectively, we have set a goal that the total of coalition employers' individual investments will reach \$2 billion over five years.

## WE COMMIT TO BE ACCOUNTABLE AND TRANSPARENT. WE WILL:

- Make racial equity a long-term priority for our organizations.
- Set measurable targets for our 2030 goals, assess progress, and publicly report on our collective results.

## WE COMMIT TO ADVOCATE FOR PUBLIC POLICIES THAT WILL ADVANCE RACIAL EQUITY IN OUR STATE. TO BEGIN, WE WILL:

- Advocate for a robust public data system that tracks and regularly reports on racial disparities across institutional systems and experiences, including education, healthcare, criminal justice, the workplace, and personal finance.
- Advocate for actions and public policies that support the growth of Black-owned businesses, address racial disparities, and improve outcomes in educational attainment and homeownership.

Our commitment to ensuring racial equity for Black Washingtonians recognizes the historical injustices and inequities that Black individuals, families, and communities have faced in our state and our country. Indigenous, Hispanic and Latinx, Asian, Pacific Islander, and other communities of color experience the harmful impacts of racial inequity as well. We are committed to addressing inequities and supporting opportunity for all communities of color in Washington state.