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# EO 13-02



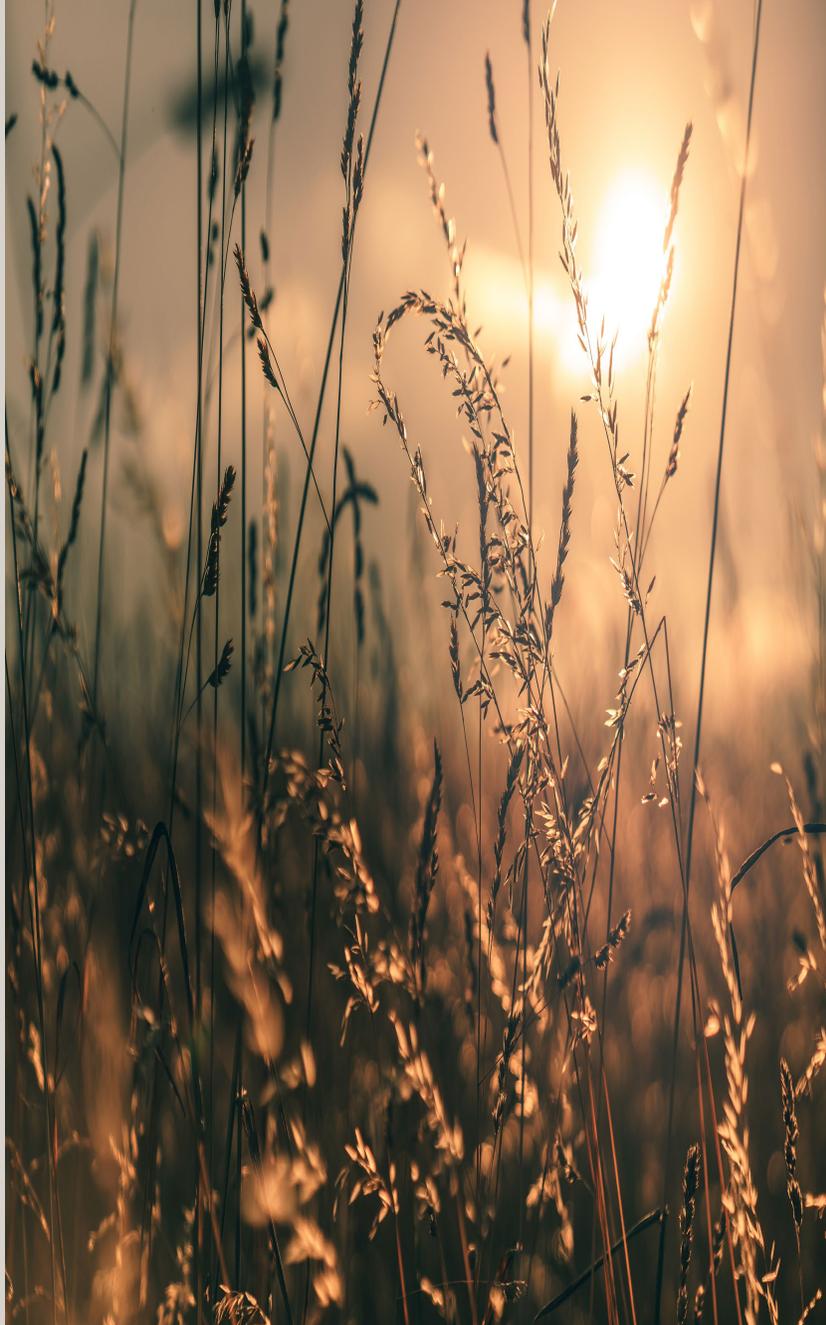
November 6, 2023

Governor's Committee on  
Disability Issues and Employment

# Introduction

This rewrite is the result of input from people with lived experiences. These gaps were identified by employees and members of the public with disabilities.





“For me a culture of accessibility is one in which everybody’s needs are met and disabled people are in positions of power where we can dictate and we can inform how those spaces want to be—I can’t point to one or two things and say like this is what an accessible society is going to look like because that’s just not possible. There are as many different iterations of disability as there are people on this earth but what I would love is that people have as many options available as possible.

Imani Barbarin

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# Key Changes for Agencies

## Accountability

Language is plain, who is doing what is spelled out, this is a disability commitment

## PEAR Plan Integration

Disability is part of our equity, inclusion and belonging goals rather than a separate plan or strategy.

## Accessibility

Sets expectation for both internal and external documents to meet accessibility standards.

## Reasonable Accommodations

Sets expectations for supervisors to be trained in reasonable accommodations and agencies to fund RA and simplify application processes for RA .

## Recruitment

Consider alternative options to requirements that may disproportionately eliminate applicants with disabilities such as driver's licenses.

## Inclusive work environments

Accessible physical environments at the office and in offsite activities, plain language, accessible training.

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# Office of Equity

## Statewide Universal Access & Belonging Plan

Plan includes policies, procedures, practices and required legislation that promote universal access and belonging

## Reporting

Establishing a process for agencies to respond to the report including progress on performance

## Technical Assistance and Guidance

Providing guidance, assistance, training, tools and consultation

## Establishing procedures

Conducting reviews, establishing performance measures



# Office of Financial Management

## Oversight

Oversee development and implementation of statewide policies, strategies, and services to ensure successful implementation

## Data Collection

Collect data related to representation of people with disabilities in the workforce

## Develop policies and best practices

Reasonable accommodation policies, strategies and services, guidance and best practices

## Develop procedures

That ensure clear pathways for agencies to administer and fund reasonable accommodations, identify measures of success, and report progress



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# Office of the Chief Information Officer

## Policy 188

Review and update as needed

## Approved Accessibility Tools

Determine feasibility of a list of approved accessibility tools such as JAWS and other adaptive software



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# Department of Enterprise Services

## Review

Accessibility training in LMS and update as appropriate

## Training on Reasonable Accommodation

Update or create training on reasonable accommodation and inclusive hiring practices for managers



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# Governor's Committee on Disability Issues and Employment

## Advise & Recommend

On strategies to increase employment in state agencies for people with disabilities

## Convene

Workgroups, committees, taskforces, and other groups to further employment in state agencies for people with disabilities working in partnership with people with lived experiences, GCDE members, and associate members.

## Advise, engage, & support

Policies and projects that increase opportunities for people with disabilities seeking employment with and employed by Washington state.



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# Thank you

What Impacts will this  
have?



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# Contact

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