

Statewide Equity Competencies

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Washington State

**OFFICE OF
EQUITY**

Office of Equity

VISION: Everyone in Washington has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.

MISSION: Facilitate policy and systems change to promote equitable policies, practices, and outcomes

[Chapter 43.06D RCW](#)

Executive Order 24-04

Cross Agency Collaboration: OFM SHR,
EQUITY, DES

Intent: Remove barriers and improve access to our recruitment and hiring processes so people can compete for jobs they desire and are qualified for.

Executive Order 24-04



To equitably and fairly serve all people in Washington state, **every** state employee must have an awareness of two principles:

- people (both individually and as communities) face different obstacles to accessing state services;
- how we choose to treat people has the power to make it easier or harder for them to be successful.

Executive Order 24-04

Effective July 1, 2025, job announcements for employees in executive branch agencies, and the position descriptions they are based on, must contain *at least one* required equity-minded qualification.

Why Equity Competencies?

- State employees need to better serve Washingtonians and each other.
- Each state employees' ability to recognize the limits of their understanding by increasing their understanding is critical to improving customer service.
- Each state employees' ability find ways to meet the need of each customer is critical to state government being more effective and efficient.

Requirements/Compliance

Agencies should begin the process of including **two equity competencies** in their job announcements and position descriptions now.

These must replace or be in addition to equity competencies already being included.

OFM SHR and EQUITY are developing the accountability process but anticipate the performance tracking period to begin January 2026.

Required Competency 1

The ability to take action to learn and grow.

This equity competency identifies people who are curious about themselves and others, who take responsibility for knowing their own strengths and weaknesses, and who use their learning to make government programs and processes more efficient and effective to serve all in Washington.



Required Competency 1

The ability to take action to learn and grow.

Examples of how people may demonstrate this competency:

- Considering and incorporating new information and different perspectives.
- Increasing and developing knowledge, skills, and abilities.
- Identifying and communicating their needs and challenges openly.
- Adapting to change and applying new approaches.
- Identifying and innovating opportunities and solutions.
- Learning to navigate systems, processes, tools, and technology.
- Practicing self-awareness by reflecting on personal strengths, growth areas, and biases.
- Taking responsibility for learning and adapting, rather than relying on others to fill gaps.

Required Competency 2

The ability to take action to meet the needs of others.

This equity competency identifies people who are flexible, adaptable, customer-service focused, and willing and able to empathetically respond to the unique needs of the people they work with and serve.



Required Competency 2

The ability to take action to meet the needs of others.

Examples of how people may demonstrate this competency:

- Welcoming and valuing different identities and perspectives.
- Increasing access, opportunities, and positive outcomes for others.
- Helping and supporting people and communities from all backgrounds.
- Asking questions to understand and meet the needs of others.
- Collaborating with others to overcome challenges and find solutions.
- Developing mutually beneficial relationships and partnerships.
- Advocating for all people through active support and inclusion.
- Adapting communication and approaches to different communities and individuals.

Agency Accountability

What's Next



Consult with
your equity
leader(s)



Finalize internal
implementation
plans



Update job
posting
templates and
PDs



Train hiring
managers

Resources

The [equity competency guidelines](#) provide sample equity competency questions for cover letters, job postings, interview questions, and reference questions.

Notes:

- Agencies have **discretion in operationalization** (this should be in collaboration with Equity Leaders)



Washington State
**OFFICE OF
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Thank you!!



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