



WASHINGTON
EMPLOYERS

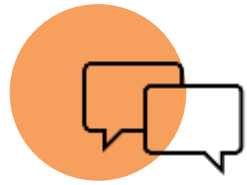
FOR
RACIAL
EQUITY

THE
COMMITMENT
TO PROGRESS:

**AN EQUITABLE
FUTURE FOR
WASHINGTON**



Our Journey



Urgent National Conversation on Race

Overwhelming desire by business leaders to take action to address racism and inequity.



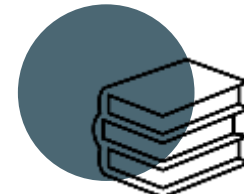
Data Analysis

Partnered with Boston Consulting Firm to analyze data on the experience of Black and white Washingtonians



Listen

Interviewed and talked with 70+ experts, community members, business leaders



Learn

Studied best practices, engaged racial equity experts, and participated in training



Commitment

CEOs committed to take action to build an equitable future for WA



Report

Compiled what we had learned into a report to share with the public and the broader business community.



Convene

Leveraged insights and expertise of companies' DEI executives and created a community to share lessons learned and generate ideas.



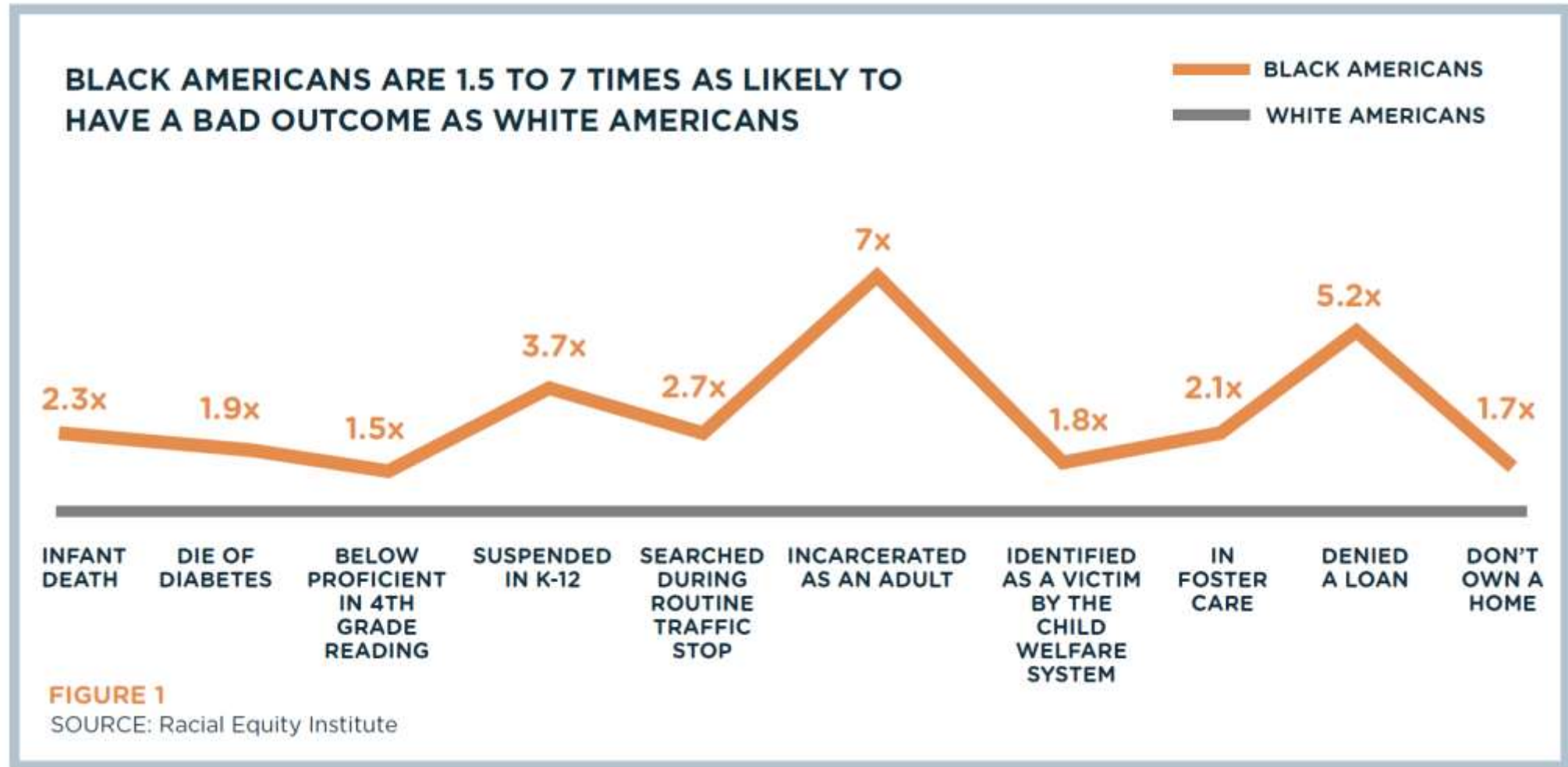
Coalition

Established a statewide coalition of committed employers to drive change.

REPORT: Key Findings

- Black Washingtonians and their families experience significant disadvantages across multiple facets of life.
- Inequities compound over time and across generations.
- Disparities exist regardless of socioeconomic status or education levels.
- COVID-19 and recession are magnifying the impacts and deepening racial inequities.

Significant disadvantages across multiple facets of life:

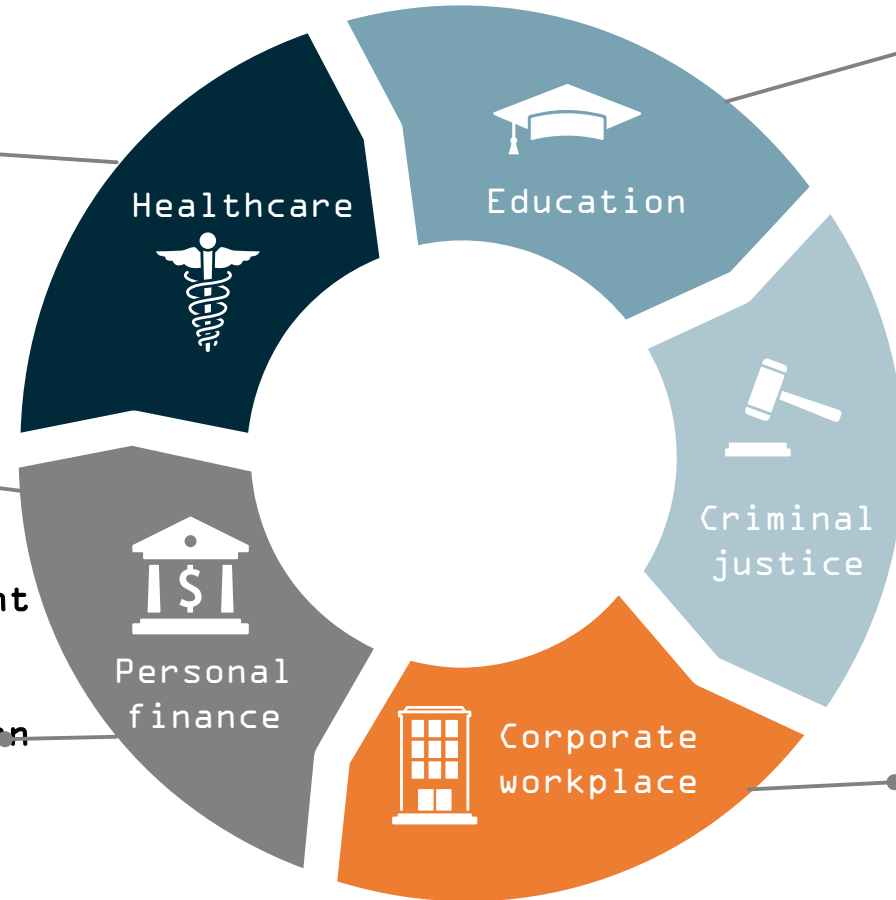


Washington is no different

Black Washingtonians experience higher incidence of infant mortality, asthma, diabetes, and HIV infection.

Black households earn \$0.74 for every dollar earned by white households.

Black-owned business account for 1% of the state's businesses and average revenue is 2.3x smaller than white-owned businesses.



The high school graduation rate for Black students is 9 percentage points lower than white students.

Black Washingtonians are 6x more likely to be incarcerated than white Washingtonians.

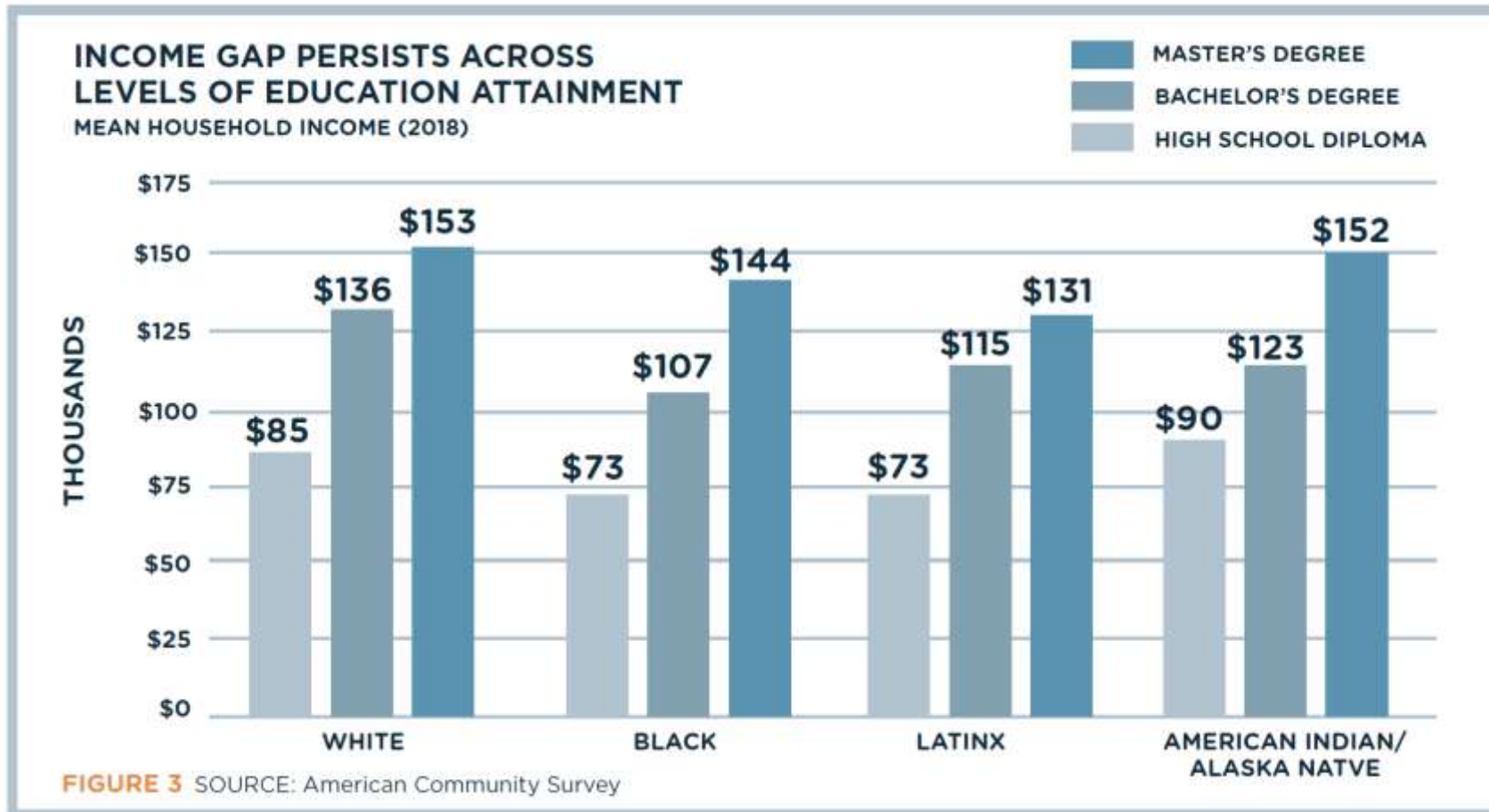
Black executives account for less than 1.9% of corporate leadership roles.

Inequities compound over a life, cross generations

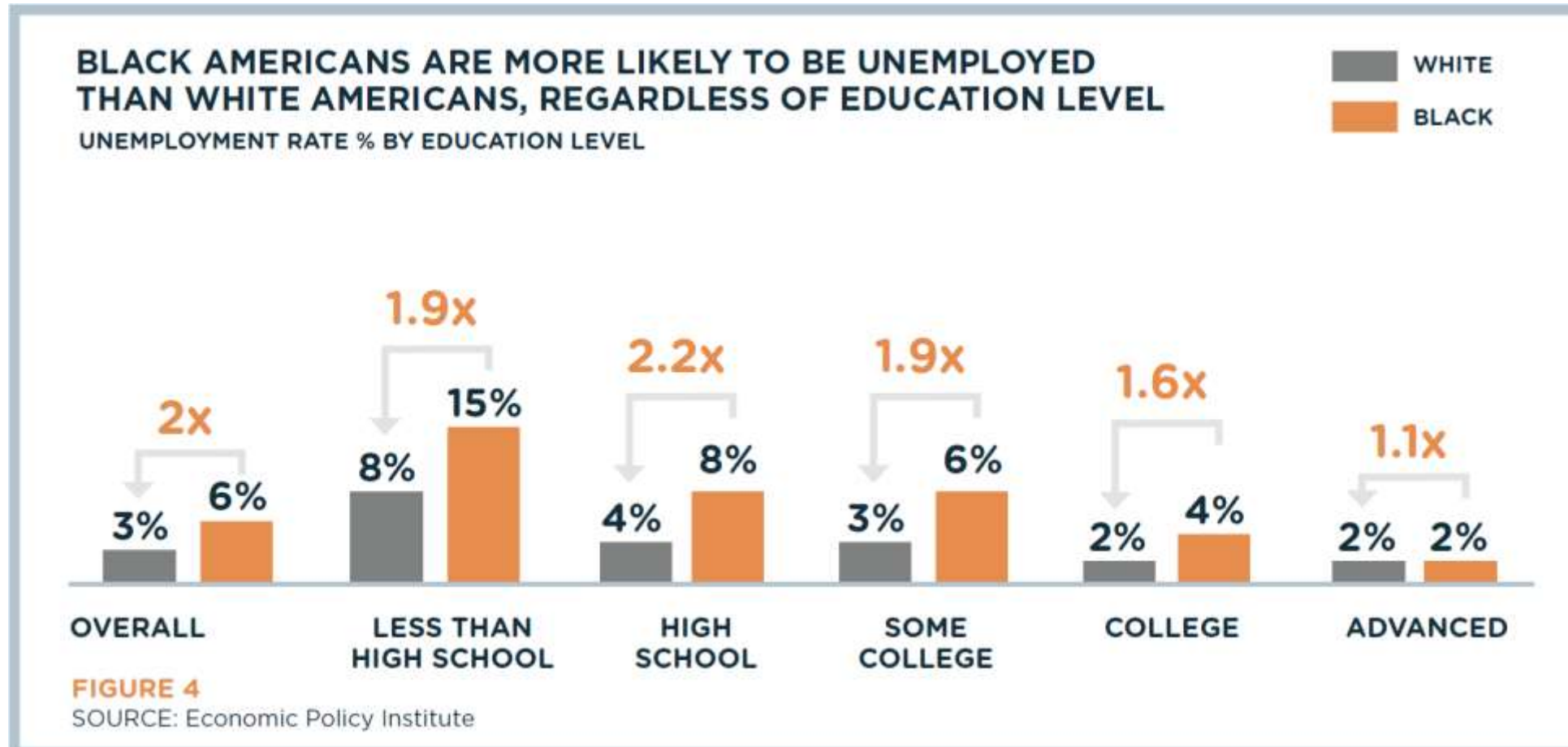
Compared to white peers, Black Washingtonians are:



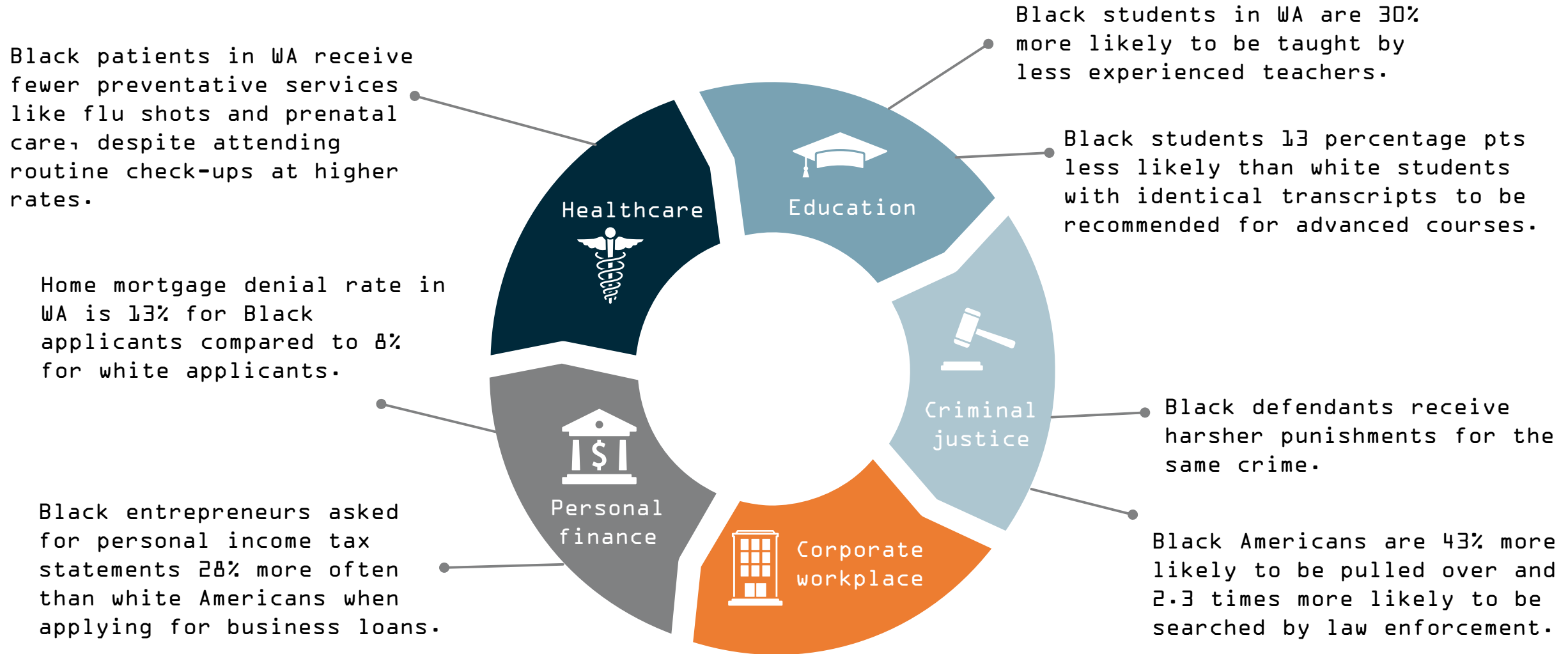
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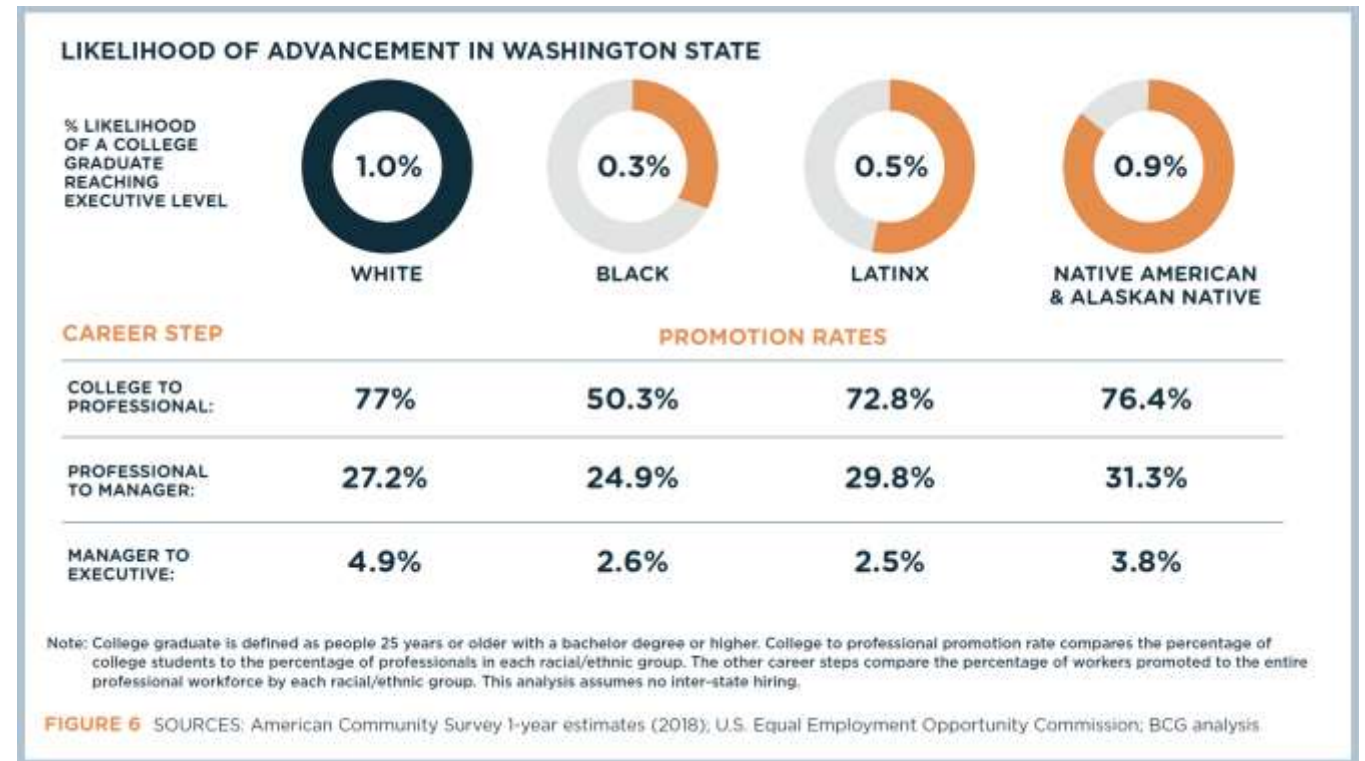
Indicators of Racial Bias and Structural Inequity



Deeper Dive: Corporate Workplace

Key Findings:

- 1) Black talent is underrepresented in higher paying and leadership positions.
- 2) Black employees face barriers to promotion and career advancement.
- 3) Black-owned businesses make up a disproportionately small share of corporate spend.



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 COMMITMENT TO PROGRESS

Three Areas of Commitment:

- Drive Racial Equity in the Corporate Sector
- Advocate for Racial Equity in Washington's Communities & Public Policy
- Remain Accountable and Transparent

**BUILD AN
EQUITABLE
FUTURE**

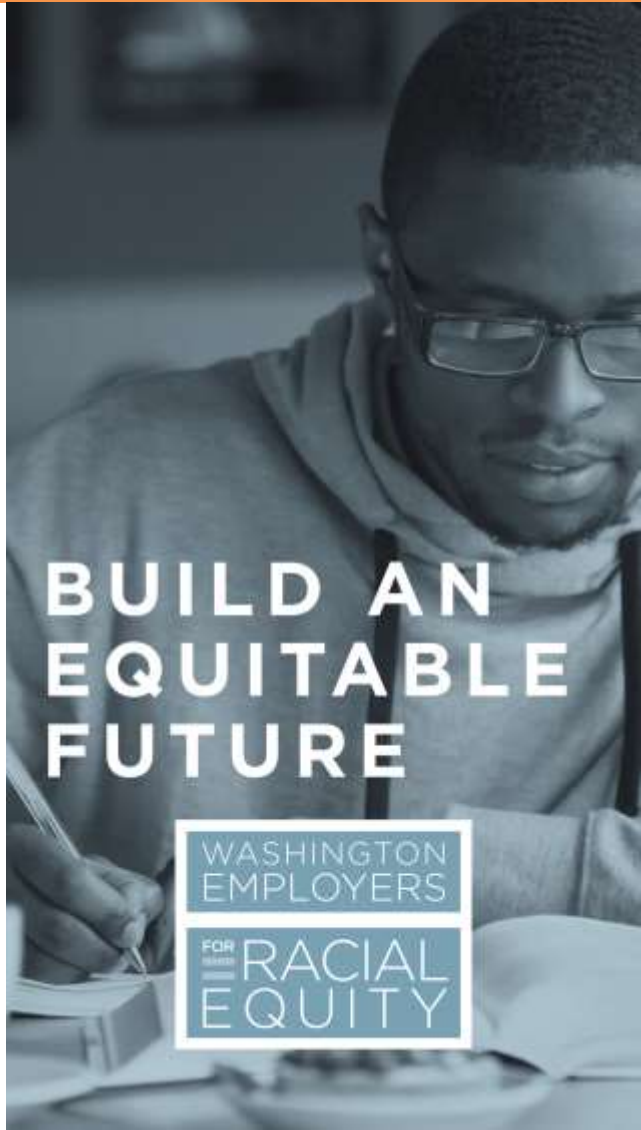
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Racial Equity in Corporate Sector - Collective Goals for 2030:

- Foster inclusive corporate culture
- Employ a workforce that reflects our communities
- Achieve racial parity in compensation
- Increase Black representation in management and leadership positions
- Increase internship opportunities for Black students
- Increase diversity and racial equity among supplier networks
- Invest a combined \$2 billion in corporate, community, and philanthropic efforts in next 5 years



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OUR COMMITMENT TO PROGRESS

Advocate for Racial Equity in Our Communities:

- Robust data system to track statewide racial disparities across institutional systems and experiences, including education, healthcare, criminal justice, the workplace, and personal finance.
- Support the growth of Black-owned businesses, address racial disparities, and improve outcomes in educational attainment and homeownership.

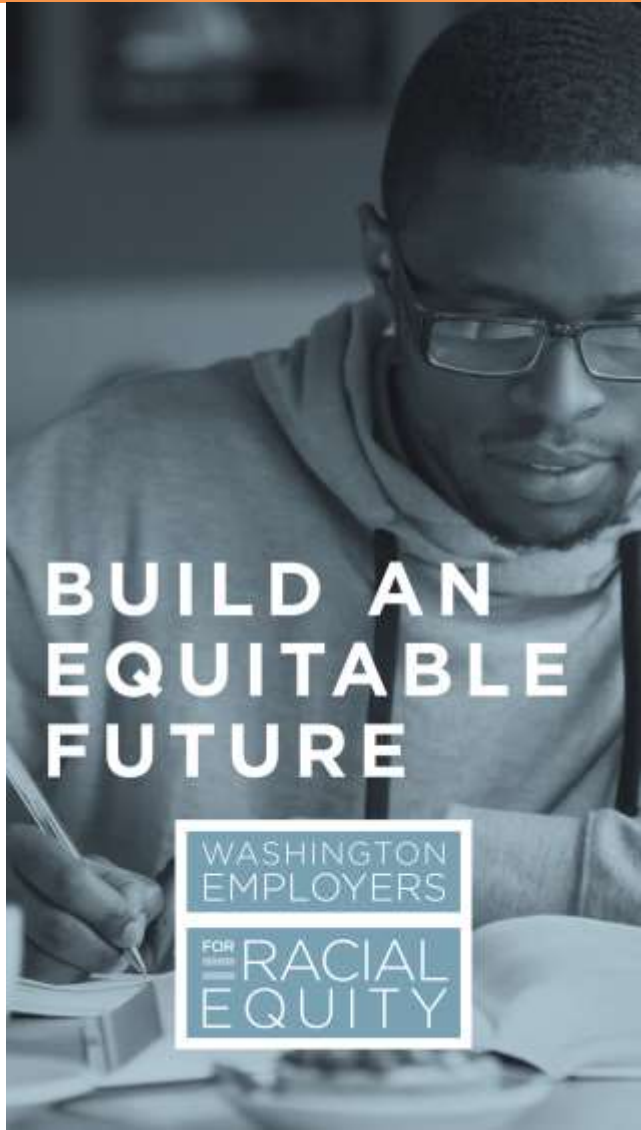
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OUR COMMITMENT TO PROGRESS

Remain Transparent and Accountable:

- Make racial equity a long-term priority for our organizations.
- Set measurable targets, assess progress, and publicly report on our collective results.
- Encourage other private sector leaders to join us in raising our collective voices and taking action to support racial equity.



OUR COMMITMENT TO PROGRESS

Our ultimate goal is equity and opportunity for all.

Our commitment 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.



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FOR
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Coalition of 65+ and growing CEOs who have signed the
commitment to progress

FOUNDING SPONSORS:





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