

# Vision. Mission. Values.

## Vision

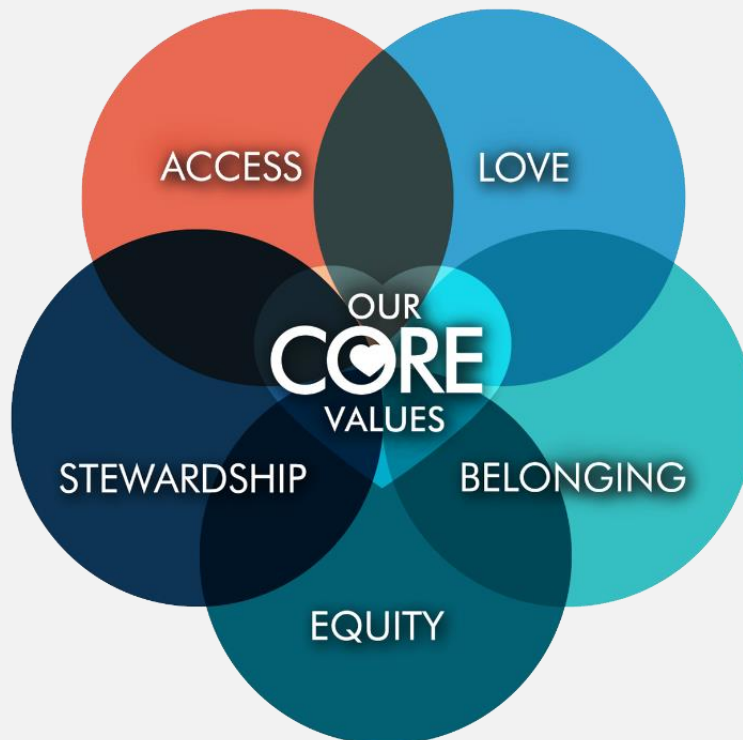
Everyone in Washington has full access to the opportunities, power and resources they need to flourish and achieve their full potential.

## Mission

We contribute to healthy communities by providing equitable access to resources that improve economic security.

## Values

Access, Love, Equity, Belonging, Stewardship



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## Access

Creating and supporting barrier-free design, standards, systems, processes and environments. Access means all individuals, regardless of ability, background, identity or situation, can participate in, use and enjoy the benefits of: employment, programs, services, activities, communication, facilities, electronic information technology, and business opportunities.

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## Love

Sometimes defined as a strong affection for another arising out of kinship or personal ties. Love requires us to:

- Fumble forward: The idea that we are each on a journey. We recognize that while we are on this journey, we are doing the best we can with the tools, conditions and knowledge we have. We will have compassion and care for one another as we grow.
- Stay committed, stay open, stay adaptive: Our collective willingness to embrace the concept that words matter and that the labels we ascribe to ourselves are not simply ways of being “politically correct.” They are validations of our humanity. We create and support belonging by expressing love to one another and treating others as they want to be identified and treated. We will check our fear-based decisions to ensure that a better future for all is achieved.
- Be humble: We own our stories, points of view, successes and mistakes. We admit we do not know everything — in fact, no one does — and that instead, we all have something to learn from one another. We acknowledge there are things we do not know so we can approach each other with love.

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## Equity

Systemic, full and true access to opportunities, power and resources that allow all people to achieve their full potential and thrive. Our actions and decisions will be guided by the following principles of equity (RCW 43.06D):

- Equity is not equality. Equity requires developing, strengthening and supporting policies and procedures that distribute and prioritize resources to people in identified groups who have historically been and are currently marginalized, including tribes.
- Equity requires eliminating systemic barriers that have been deeply entrenched in systems of inequality and oppression.
- Equity achieves procedural and outcome fairness, promoting dignity, honor and respect for all people.

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## Belonging

Values and practices that ensure no person is left out of our circle of concern. Belonging means more than just having access, being seen or feeling included. It means that all members of society have a meaningful voice, that their well-being is considered and that they can participate in the design of political, social and cultural structures.

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## Stewardship

- Stewardship is responsibly managing and acting to ensure our communities can trust us to support their needs.
- Often, we think of stewardship as only being cautious about our spending or about our legal or compliance risks. Stewardship is also about how we wield the influence and decision-making authority associated with the programs and activities that are entrusted to us.
- How we hold this stewardship needs to be in a way that ensures we are accountable for our responsibilities and our commitments AND that we are responsible for doing it in a way that aligns with our agency's values and mission, and centers the people we serve.
- Stewardship can be thought of as leaving things better than we found them.
- Effective stewardship looks like us prioritizing representation and community voice, measuring our performance and working to make it better, engaging directly with issues that result in inequities, honoring our commitments and telling the story.