

JAY INSLEE
Governor



JOHN R. BATISTE
Chief

STATE OF WASHINGTON
WASHINGTON STATE PATROL

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In December 2020, Governor Jay Inslee declared that Washington will be an anti-racist state where all will have the opportunity to thrive. To achieve this goal, the Governor signed Executive Order 22-04, implementing the Washington State Pro-Equity Anti-Racism (PEAR) Plan & Playbook, which calls on all state agencies to develop and implement a PEAR Strategic Action Plan that creates a culture of equity, access and belonging for all.

In accordance with the Governor's directive, the Washington State Patrol (WSP) PEAR Team was created by collaborating and engaging with community members representing the rich diversity of our state. The PEAR Team, led by me, consists of WSP employees representing both commissioned and civilian ranks and representatives from communities often impacted by our agency services and programs. This group of valued volunteers lends their insight and experience to the development of actionable steps in designing, implementing and assessing the performance of the PEAR Plan. The plan acts as a guiding document for WSP's continued work of ensuring we remain a pro-equity and anti-racist public safety agency.

As we started this work in the WSP PEAR Team, we learned that the communities we serve look for meaningful relationships with us and are eager to engage. They shared their experiences and wisdom and provided guidance to assess our policies and practices from an equity stand-point. We continue to seek and value their guidance as we expand our team and efforts over the next few years. I and the entire Executive Team are committed to implementing the PEAR Plan and expect all WSP employees to embrace it fully in their work. The WSP Diversity, Equity and Inclusion Office will provide consultation and guidance to implement this important work and welcomes any questions or ideas that you might have that support the work of the PEAR Plan.



Chief John R. Batiste

