



WASHINGTON  
EMPLOYERS

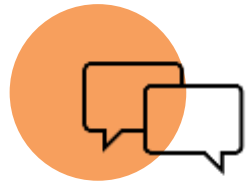
FOR  
RACIAL  
EQUITY

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.



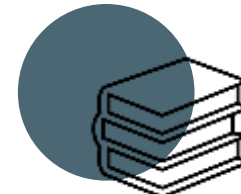
## Data Analysis

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.



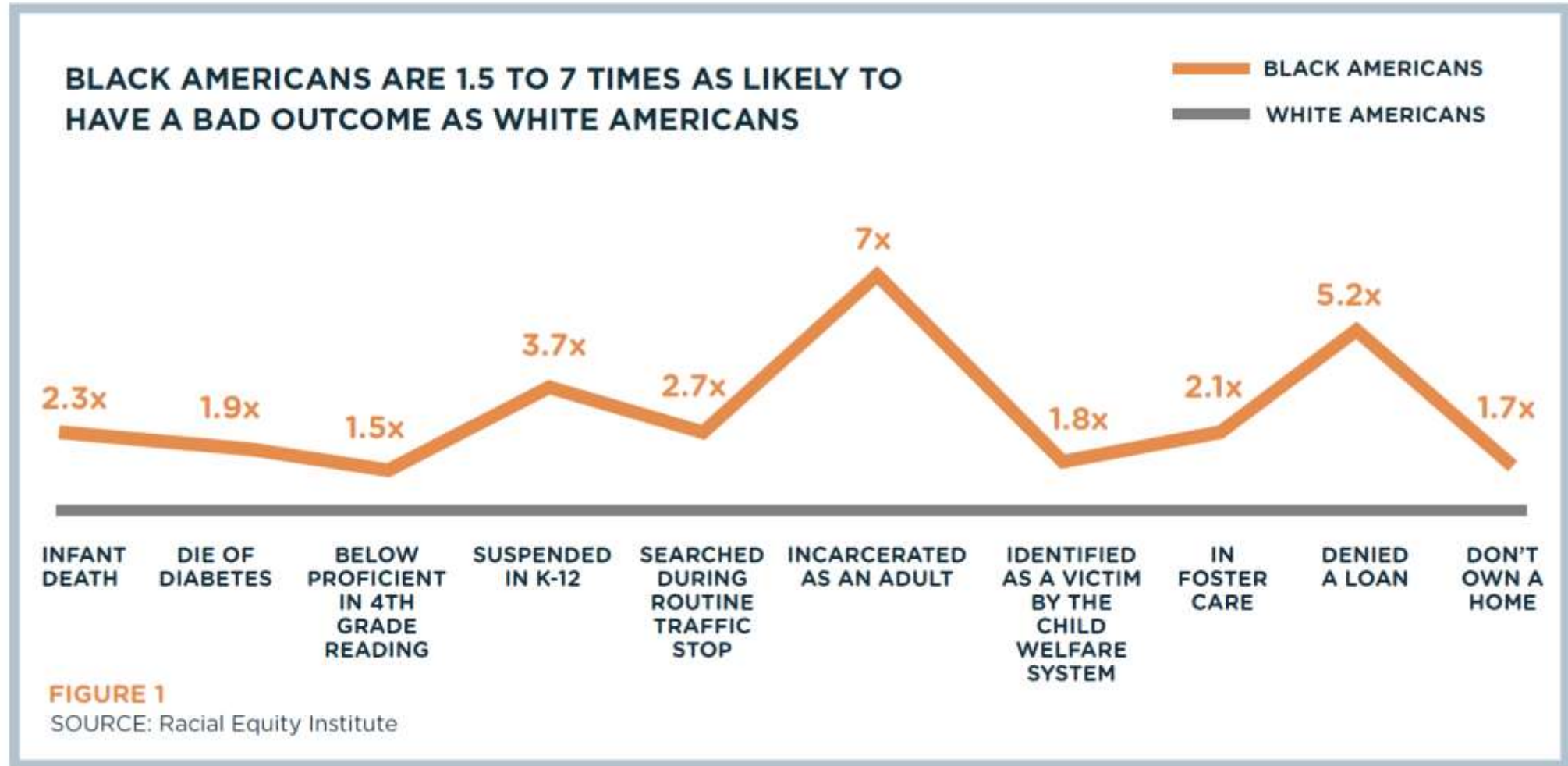
## Coalition

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:



# Inequities compound over a life, cross generations

Compared to white peers, Black Washingtonians are:





# Indicators of Racial Bias and Structural Inequity

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

- Black patients in WA receive fewer preventative services like flu shots and prenatal care, despite attending routine check-ups at higher rates.
- Black households earn \$0.74 for every dollar earned by white households.

- Home mortgage denial rate in WA is 13% for Black applicants compared to 8% for white applicants.
- Black-owned business account for 1% of the state's businesses and average revenue is 2.3x smaller than white-owned businesses.

- Black entrepreneurs asked for personal income tax statements



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

- Black students in WA are 30% more likely to be taught by less experienced teachers

- Black students 13 percentage pts less likely than white students with identical transcripts to be recommended for advanced courses.
- Black Washingtonians are 6x more likely to be incarcerated than white Washingtonians.

- Black defendants receive harsher punishments for the same crime.

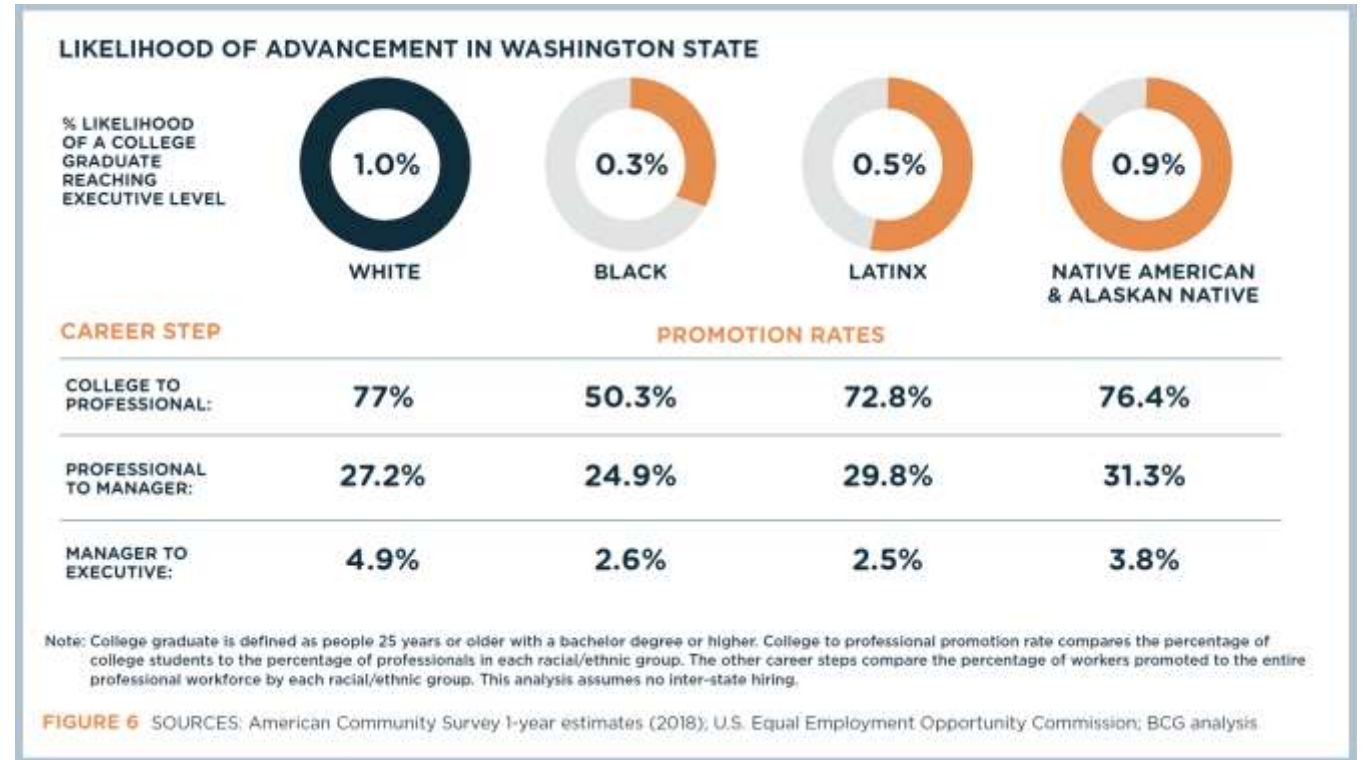
- Black Americans are 43% more likely to be pulled over and 2.3 times more likely to be searched by law enforcement.

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

# 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

### 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

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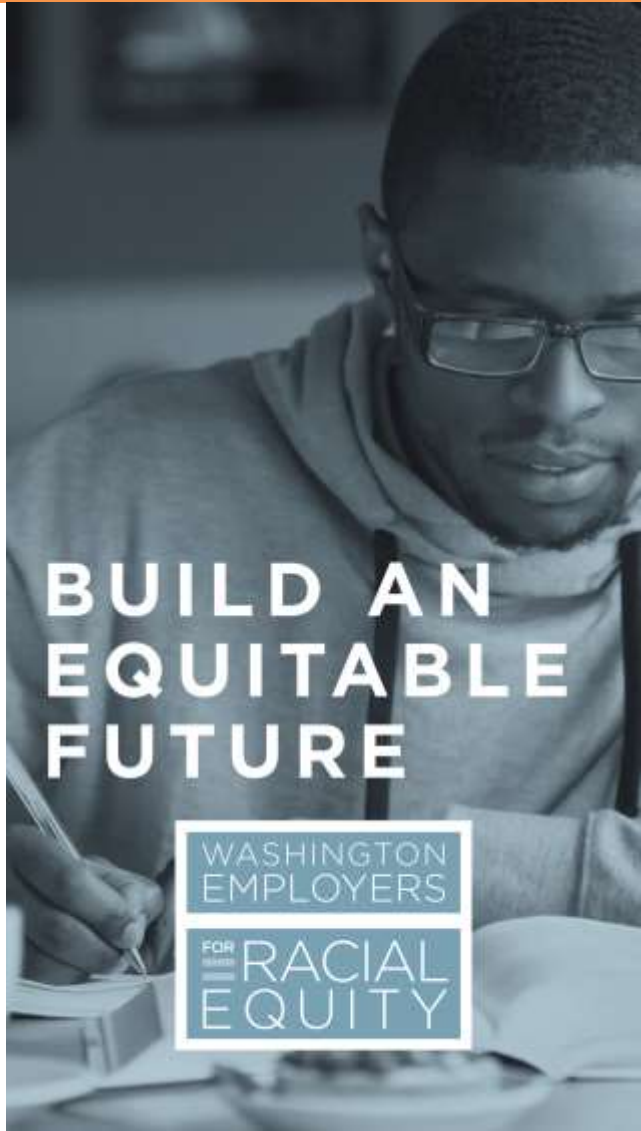
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## OUR COMMITMENT TO PROGRESS

### 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.

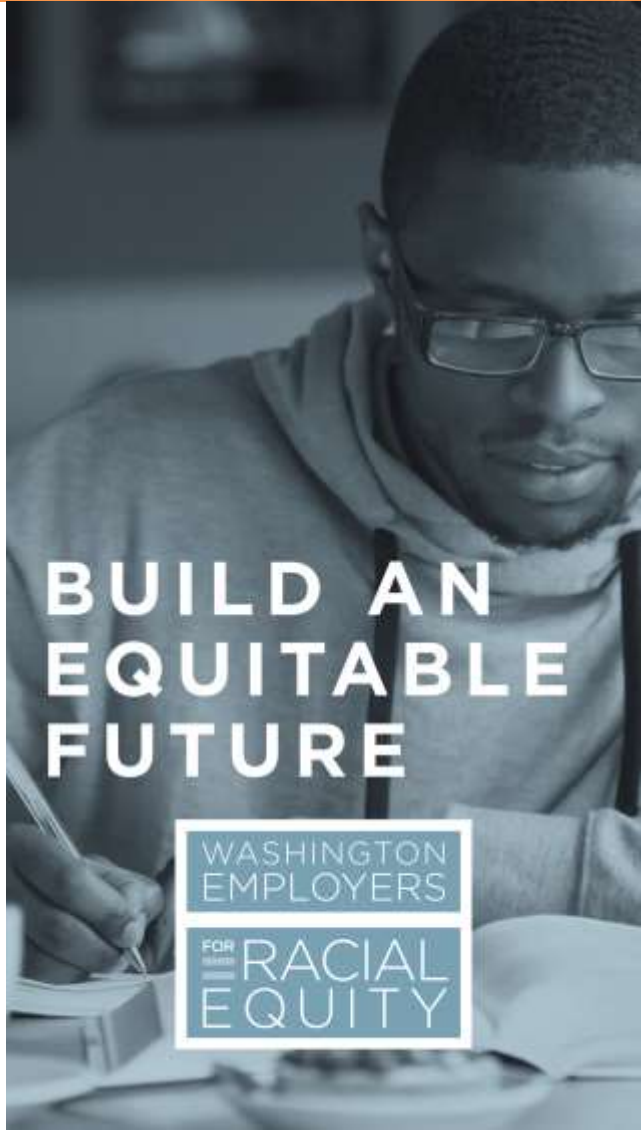
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## OUR COMMITMENT TO PROGRESS

### 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.



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