



10-YEAR PLAN ACTION TOOLKIT

This guide can assist organizations in any system, sector, and jurisdiction to make a meaningful contribution to *A Blueprint for an Equitable Future: The 10-Year Plan to Dismantle Poverty in Washington State*.

1 DETERMINE HOW YOUR WORK ALIGNS WITH THE PLAN.

Review the list of recommendations to identify how your organizational mission and goals align.

2 UNDERSTAND THE DATA.

Review what data exists to deepen your understanding of the issues. Data should be disaggregated to the greatest extent possible and analyzed in partnership with the people it represents.

3 DEFINE SUCCESS & OUTCOMES.

Set goals for how your organization will uniquely contribute to reducing poverty and inequality, and what additional partnerships or resources might be needed.

4 DEVELOP STRATEGIES AIMED TO ACHIEVE EQUITY.

Develop strategies for how your organization will achieve stated goals. Apply an equity filter to the strategies to determine how they benefit or burden people most affected and refine as needed.

5 MAKE YOUR ACTION PLAN.

Identify specific actions, define roles and responsibilities, and create a timeline.

6 TRACK YOUR PROGRESS.

How much have you done? How well did you do it? Is anyone better off because of what you have done?

7 BE ACCOUNTABLE & DON'T GIVE UP!

Share the highs and lows and refine as you go.



1. DETERMINE HOW YOUR WORK ALIGNS WITH THE 10-YEAR PLAN

Review the attached list of strategies and recommendations. Which recommendations most align with your organizational mission and goals?



2. UNDERSTAND THE DATA (OR LACK OF IT)

If available, what does existing data explain about the issue? Which communities are disproportionately affected? Which communities might be invisible in the data? Break out by race, ethnicity, sex, gender, LGBTQ, disability, immigrant and refugee status, and geography as much as possible.

What story does the data tell? How will you ensure the people most affected by the issues are able to bring meaning and truth to the story?



3. DEFINE SUCCESS & SET GOALS

How do you want the story emerging from the issues, data, and stories from people most affected to change? What is your organization's contribution to change it? What specific goals can you achieve and how will you define success?

What partnerships and resources do you need to support, accelerate, or amplify your work?

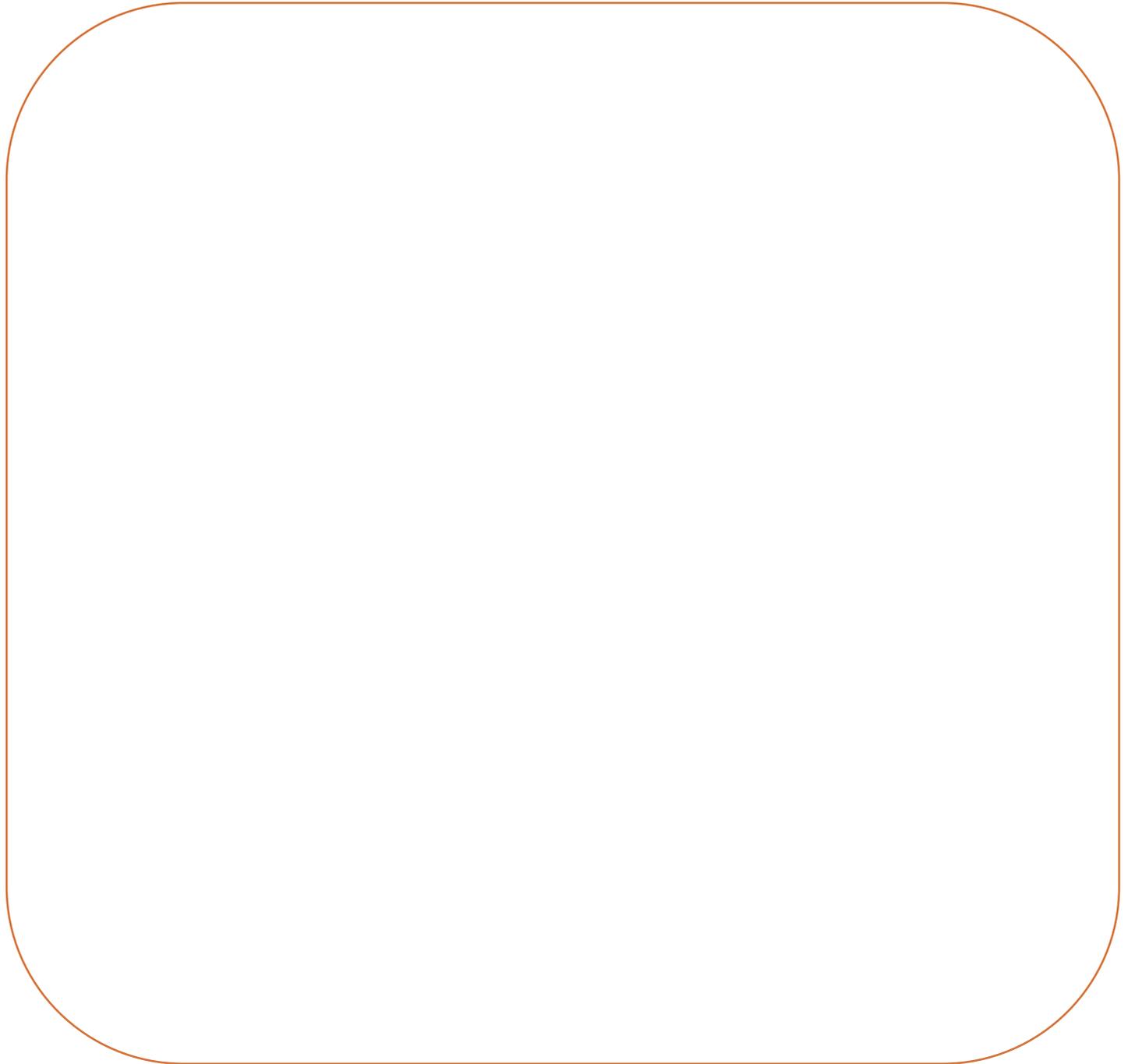


4. DEVELOP STRATEGIES THAT AIM TO ACHIEVE EQUITY

What specific strategies do you need to achieve your stated outcomes? Be specific about whether these outcomes require a change to policy, programs, partnerships, or funding.

Apply an equity filter¹ to your stated actions to increase the likelihood of achieving equitable outcomes:

- (1) What equitable outcomes are achieved by this decision (or policy, or program or practice)?
- (2) Which stakeholders did the process intentionally and meaningfully include to reach a conclusion?
- (3) How does the conclusion have potential to do harm to people with lived experiences of oppression (generally) and with lived experiences of hunger (specifically)?
- (4) How is the conclusion advantageous to people and/or groups who have traditionally benefited from privilege, thus risking perpetuation of the status quo?



¹ The equity filter used for this toolkit is adapted from Northwest Harvest's Equity Filter Tool.



5. MAKE AN ACTION PLAN

What are the actions you can take in the next month to start or make progress? 3-6months? One year?

Strategies	Actions	Due Date
Strategy 1:		
Strategy 2:		
Strategy 3:		
Strategy 4:		
Strategy 5:		

How are you including partners and people that will be most affected in your decision-making and action planning?



6. TRACK YOUR PROGRESS

How much did you do? How well did you do it? Is anyone better off? Do you need to change your strategies or actions to accelerate or amplify your progress?



7. BE ACCOUNTABLE & DON'T GIVE UP!

Be honest with the people you are working with and your partners. Celebrate wins big and small, and learn from mistakes and missteps. What do you, your team, and partners need to remain nimble and resilient in the work?



HELPFUL RESOURCES

Other Toolkits

- [Government Alliance on Racial Equity: Racial Equity Toolkit](#)
- [Government Alliance on Racial Equity: Getting to Results](#)
- [City of San Antonio- Equity Framework Toolkit](#)
- [City of Portland- Racial Equity Toolkit Worksheet](#)
- [Annie E. Casey Foundation Action Guide](#)

City Action Plans

- [City of San Antonio: Office of Equity](#)
- [City of Minneapolis](#)



STAY CONNECTED

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Twitter: <https://twitter.com/DismantlePovWA>



10-YEAR PLAN STRATEGIES & RECOMMENDATIONS

STRATEGY 1: Understand structural racism and historical trauma, and take action to undo their harmful effects in state policy, programs, and practice.	Organizational Priority?
1a. Require state entities to collaborate with the Office of Equity (Bright Spot #2) to develop trainings on historical trauma, institutional racism, and implicit bias that are required of all public employees in systems that touch upon the lives of people experiencing poverty.	<input type="checkbox"/>
1b. Require state entities to collaborate with the Office of Equity to develop data, processes, and tools that prioritize equity in state policies, programs, practices, and partnerships.	<input type="checkbox"/>
STRATEGY 2: Make equal space for the power and influence of people and communities most affected by poverty and inequality in decision-making.	
2a. Provide resources to the Office of Equity for a collaboration with Indigenous, Black, and Brown leaders and organizations to develop a formal process for truth and reconciliation.	<input type="checkbox"/>
2b. Establish a state entity to elevate the expertise and influence of people disproportionately affected by poverty and inequality in the implementation of the 10-Year Plan.	<input type="checkbox"/>
2c. Invest state resources to increase ownership capacity in communities most affected by poverty.	<input type="checkbox"/>
2d. Fund meaningful access to legal assistance and representation for children, adults, and families disproportionately affected by poverty and racially biased systems.	<input type="checkbox"/>
2e. Make high-speed, broadband internet universally available.	<input type="checkbox"/>
STRATEGY 3: Target equitable education, income growth, and wealth-building opportunities for people with low incomes.	
3a. Adopt the <i>Washington Kids for Washington Jobs</i> recommendations, but bolster with more specific, intentional strategies to achieve equity.	<input type="checkbox"/>
3a-i. Increase funding to accelerate the process of naturalization for immigrants, refugees, and asylees.	<input type="checkbox"/>
3a-ii. Strengthen literacy programs and services for children and adults across the entire education and workforce-development pipeline.	<input type="checkbox"/>
3a-iii. Eliminate harsh discipline practices in schools and replace them with culturally responsive social, emotional, and engagement supports.	<input type="checkbox"/>
3a-iv. Increase investment in Expanded Learning Opportunities (ELO) statewide.	<input type="checkbox"/>
3a-v. Increase investments to improve high school graduation and post-secondary enrollment of children and youth experiencing foster care and/or homelessness.	<input type="checkbox"/>
3a-vi. Increase the availability of affordable child care and housing for student parents on or near college campuses.	<input type="checkbox"/>
3a-vii. Remove residency barriers for college students with refugee status.	<input type="checkbox"/>

3a- viii. Increase opportunities for Washington students and adults who are disconnected from the educational system to prepare for and access affordable and high quality postsecondary educational pathways.	<input type="checkbox"/>
3b. Enforce stronger salary/wage transparency and fair labor practices among employers to ensure pay equity for women and people of color.	<input type="checkbox"/>
3c. Expand access to no- or low-cost financial resources and education that empower, rather than prey upon, people experiencing poverty.	<input type="checkbox"/>
3d. Enact changes to the state tax system that lower the effective tax rate for low- and moderate-income households (bottom two quintiles).	<input type="checkbox"/>
3e. Work in partnership with local labor organizations and the government to modernize unions and the rights of workers.	<input type="checkbox"/>
3f. Adopt the Child Care Collaborative Taskforce recommendations to increase the availability of affordable, high quality* early care and education.	<input type="checkbox"/>
3g. Increase and preserve affordable housing for renters and owners.	<input type="checkbox"/>
3h. Enact changes to the tax system that support equitable economic growth.	<input type="checkbox"/>
STRATEGY 4: Strengthen health supports across the life span to promote the intergenerational well-being of families.	
4a. Strengthen the Apple Health program by creating a state-funded assistance benefit.	<input type="checkbox"/>
4b. Ensure funding and access to culturally and linguistically appropriate health care and support services before, during, and after pregnancy.	<input type="checkbox"/>
4c. Ensure access to free and low-cost contraceptive options and family planning counseling, including long-term acting reversible contraceptives (LARCS) for people who want it.	<input type="checkbox"/>
4d. Increase funding to support the availability of culturally diverse, nutritious foods in assistance programs like Women, Infants, and Children, the Farmers Market Nutrition Program, and the Senior Farmers Market Nutrition Program.	<input type="checkbox"/>
4e. Develop, implement and evaluate health and human service programs to better meet the unique needs of LGBTQIA+ children, adults, and families.	<input type="checkbox"/>
4f. Increase Medicaid funds for supported, in-home care and caregivers so people with disabilities and aging adults can remain in environments they know and trust, as well as avoid costly residential programs.	<input type="checkbox"/>
STRATEGY 5: Address the urgent needs of people experiencing homelessness, violence, mental illness, and/or addiction.	
5a. Provide greater resources for community-led data collection.	<input type="checkbox"/>
5b. Adopt the "housing first" approach as the foundation to health and human service delivery and remove discriminatory barriers.	<input type="checkbox"/>
5c. Increase state and local rental assistance and diversion programs that allow children, youth, adults, and families to avoid homelessness.	<input type="checkbox"/>
5d. Increase the number of emergency, transitional, and permanent supportive housing options.	<input type="checkbox"/>
5e. Develop stronger public-private partnerships to increase opportunities for supported education, job training, and employment.	<input type="checkbox"/>

5f. Create a Medical-Financial Partnership model for Washington state.	<input type="checkbox"/>
5g. Improve access to behavioral health prevention, treatment, and recovery support services.	<input type="checkbox"/>
5h. Improve integration of behavioral health treatment in early learning settings and K-12.	<input type="checkbox"/>
5i. Require state entities to collaborate with civil legal aid providers and community-led programs to increase comprehensive support for children, adults, and families experiencing homelessness, violence, or a behavioral health issue.	<input type="checkbox"/>
STRATEGY 6: Build an integrated human service continuum of care that addresses the holistic needs of children, adults, and families.	
6a. Develop a shared set of outcomes for individual, child, and family well-being, in partnership with communities most affected by structural racism and poverty that each agency is collectively held accountable to achieve.	<input type="checkbox"/>
6b. Update "Standard of Need," assistance levels, and eligibility to reflect the real costs of what it takes for individuals and families to make ends meet.	<input type="checkbox"/>
6c. Develop a universal intake, data sharing, and technology platform so that we can share <i>essential</i> information on people across agencies, systems, and sectors.	<input type="checkbox"/>
6d. Increase cash assistance and make it unconditional upon work.	<input type="checkbox"/>
6e. Smooth on-ramps and off-ramps for programs.	<input type="checkbox"/>
6f. Revamp policies, programs, and practices to inspire hope and build resilience.	<input type="checkbox"/>
STRATEGY 7: Decriminalize poverty and reduce reliance on the criminal justice, juvenile justice, and child welfare systems.	
7a. Shift resources away from child welfare, juvenile justice, and criminal justice toward comprehensive social, economic, and health supports for children, adults, and families.	<input type="checkbox"/>
7b. Connect child-welfare and justice-related families to legal resources and civil legal assistance to mitigate further negative consequences of criminalization.	<input type="checkbox"/>
7c. Keep families together as much as possible, when safe and appropriate.	<input type="checkbox"/>
7d. Provide robust, trauma-informed case management to children, adults, and families involved in child welfare, juvenile, and criminal justice systems.	<input type="checkbox"/>
7e. Expand education, job training, and employment opportunities for children and adults while they are in the care of the juvenile and criminal justice systems.	<input type="checkbox"/>
7f. Eliminate Legal Financial Obligations (LFOs).	<input type="checkbox"/>
7g. Provide adequate funding to increase the availability of safe, culturally responsive foster homes and permanent living options for children and youth involved with the child welfare system.	<input type="checkbox"/>
7h. Connect children, adults, and families to public assistance and support services <i>at least</i> three months before they exit a system.	<input type="checkbox"/>
7i. Eliminate education and employment barriers, and invest in stronger, better-coordinated exit and re-entry policies, services, and programs.	<input type="checkbox"/>
7j. Expand and strengthen post-release family and peer support services.	<input type="checkbox"/>

STRATEGY 8: Ensure a just transition to the future of work.	
8a. Adopt the recommendations detailed in the FOW Taskforce report, and bolster it with more specific, intentional strategies to achieve equity for workers of color, LGBTQIA+, women, immigrants and refugees, and rural Washingtonians.	<input type="checkbox"/>
8a-i. Dramatically expand mentorship and career-connected learning for people of color, LGBTQIA+, refugees and immigrants, people with disabilities, and rural communities.	<input type="checkbox"/>
8a-ii. Accelerate pathways for immigrants and refugees with advanced degrees and/or training from their home country to become accredited in the U.S.	<input type="checkbox"/>
8b. Create tax structures for employers that offer full-time employment with living wages and robust benefit packages.	<input type="checkbox"/>
8c. Protect Washingtonians from economic downturns by developing an economic "trigger" to provide countercyclical funding in human services, education, and job training.	<input type="checkbox"/>
8d. Develop and pilot a portable benefits model and a guaranteed basic income program.	<input type="checkbox"/>