







WASHINGTON DEI EMPOWERMENT CONFERENCE

-  Anti-Racism
-  Equity
-  Diversity
-  Inclusion/Belonging

2025 Theme and Areas of Learning Focus

Theme

“Embedding Meaningful Access and Inclusion in Everything”

As state employees, our ultimate goal is to serve people and advance equity in Washington state. We aim to deliver services and information that our customers can easily find, access, understand, and use. But how can we accomplish this when our customers are diverse, with varying perspectives, preferences and needs?

To serve well and advance equity, we must prioritize meaningful access and inclusion. We need to learn from and amplify the voices of people impacted by ableism, racism, and all forms of othering and exclusion. And we must be thoughtful in applying what we learn – understanding that each person’s experience is complex and unique.

We seek presentations that demonstrate how we can embed meaningful access and inclusion in our goals, day-to-day practices, and workplace culture. Successful presentations will offer strategies for identifying and eliminating ableist and racist barriers from our work. They will encourage inclusive practices, foster belonging, and share lessons learned. Together, conference sessions will contribute to building a culture that centers people and prioritizes equity, access, accessibility, and inclusion to meet their needs. We are committed to supporting statewide and agency-specific equity and anti-racism work, with the goal of building more just systems and fostering a culture of inclusion and belonging with our state workforce.

Areas of learning focus





The Washington Employee DEI Empowerment Conference coordinators have surveyed employees across the enterprise to identify areas employees would like to focus on to improve knowledge or skill level. We invite you to align your presentation purpose with our 2025 theme and look for ways you can include elements of one or more of the learning areas listed below as well.

When completing your presentation proposal form you will be asked to list the focus areas your presentation will address. In the appropriate proposal form question, please select any of the focus areas that relate to your presentation. If your presentation fits outside of these focus areas, please select "Other" and provide a description.

1. What does privilege and supremacy (white supremacy, ableism, sexism, etc) look like in the workplace
2. Tools to help agencies explore institutional biases and access barriers



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3. Tools and ideas to help individuals begin and continue on their pro-equity and antiracist journey. (exercises to explore internal biases and prejudices, group-reads and Q&A with authors, etc)
4. Tools & tactics for creating accessible documents and hosting accessible meetings
5. Tactics for being a successful disrupter and being a courageous ally
6. How to take unhealthy power dynamics out of discussion and conflict
7. Building your DEIB and Anti-Racism discernment process for creating policy and influencing practice
8. Addressing concerns about disparities and the integrity of data used to measure equitable outcomes
9. Common Equity issues that impact the recruitment and retention processes and how to address them (barriers: immigration, childcare, the “job fit” myth, etc)
10. Equitable Human Resources (HR) policy and practice
11. How leadership can hold themselves and other leaders accountable for moving equity forward
12. Supplier Diversity
13. Project and Change management’s impact on and intersection with equity work
14. Addressing push-back or tension around DEIB and Anti-Racism work
15. Self-care and empowerment for historically marginalized communities
16. Spotlights on lived experience, community perspectives & cultural affinity groups
17. Showcases of community arts and cultural expressions
18. Public agency success stories - shifting agency culture toward equity & anti-racism
19. PEAR Strategies (shared power, community partnerships, etc)