

Senior Equity Policy Analyst



Join us!

As an integral position with the Office of Equity, the Senior Equity Policy Analyst provides values-driven, data informed policy solutions for effective, community-centered outcomes. You will assist state agencies in centering equity in policymaking, so individuals and communities thrive regardless of ethnicity, social identity, or geography. This is a tremendous opportunity to partner with others to systematically transform how the state delivers services to the community.

Join the movement by...

- Build and manage the agency's intake, review, and reporting processes to accurately address legislative matters.
- Build and sustain relationships with state government partners and communities with lived experience facing racism, oppression, or marginalization.
- Analyze data and the impact of court decisions and federal and state bills and statutes to inform and recommend appropriate policy direction and legislation to address systemic barriers.
- Develop model policies, reporting procedures, and best practices to embed equity in policy proposals, achieve accessibility, report liability, and resolve employee complaints.

Learn more

Learn more about the position and application process on [the job posting](#) or by contacting Senior Recruiter William Penzo at

William.Penzo@ofm.wa.gov or 360-791-3716. This position will remain open until filled. Office of Equity is an equal opportunity employer.



About the Office of Equity

Our Vision

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

Our Mission

Promote equitable access to opportunities and resources that reduce disparities and improve outcomes statewide across state government.

We Value

Accessibility: We make space for the attributes that each person brings.

Belonging: Every person has a meaningful voice, their well-being is considered, and they have full opportunity to participate in co-creating political, social, and cultural structures.

Dignity: We cherish the sacred nature of each individual's personhood.

Justice: To make right; what love looks like in public.

Ubuntu: The interconnectedness of humanity

Equity = A Commitment to Bold Action

Equity is the systemic, full, and exact access to opportunities, power, and resources that allow all people to achieve their full potential and thrive.

It begins with acknowledging systems of institutional racism and oppression that have led to the uneven distribution of benefits and harm in our communities.

An equitable decision-making process prioritizes community-led solutions, driven by those most affected.

Our actions & decisions will be guided by these principles:

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