

BIIA Pro-Equity Anti-Racism (PEAR) Statement

The Board of Industrial Insurance Appeals (BIIA) is committed to improving litigants' access to justice by reducing or removing as many social, structural, and economic barriers as possible so that everyone involved may focus on the merits of the appeal. We recognize the importance of our agency's role in dismantling systemic racism within the State of Washington.

We are aware of the diverse backgrounds of our employees and customers and how discrimination can overlap and compound in very harmful ways. We prioritize and advocate for implementing policies, programs, and practices that promote equal justice.

External Commitments

We commit to:

- Seeking and responding to customer and community feedback regarding our work.
- Improving communications and technology at every level of our appeal process.
- Using language that recognizes the inherent dignity and value of every individual.
- Serving all customers in a way that does not perpetuate their lived experience of oppression or exclusion.
- Maintaining a pro-equity, anti-racist environment.

Internal Commitments

We commit to:

- Striving to hire employees who reflect the multi-cultural communities we serve.
- Ensuring equity and anti-racism in our employee recruitment, hiring, training, promotion, and retention processes and procedures.
- Cultivating an environment that provides equal opportunities for all employees.
- Cultivating a community spirit within our agency that ensures every voice has an opportunity to be heard.
- Assisting our employees as they develop their own proficiency with anti-racism, equity, and inclusion.

We will consistently assess and evaluate this statement, at a minimum annually, to ensure we are moving forward in our commitments.

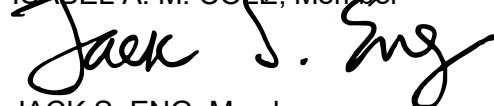
Dated: December 27, 2022.



HOLLY A. KESSLER, Chairperson



ISABEL A. M. COLE, Member



JACK S. ENG, Member