



Embedding Equity

King County Auditor's Office

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Study group and
criteria links added!

Start within

- What Zina said...

Acceptance of responsibility to serve the public interest – collective well-being of the community of people auditors serve

- Years of thinking to get here
- Getting bang for the buck: train vs. study
- Our job: create/participate in a learning environment

Research teams

- **Tools**

Increase teams' ability to understand, efficiently engage in, and conduct work that furthers equity and social justice

- **Methodologies**

Improve office resources on equity in research, criteria, and audit methodology so teams are more prepared to incorporate

- **Communications**

Increase the ability of auditees to work collaboratively with us to investigate and address equity related concerns; improve our ability to communicate equity findings to auditees

Study group topics

- [Building a shared understanding of antiracism](#)
- [Discussing King County history from an equity lens](#)
- [Conducting research through an antiracism lens](#)
- [How to measure equity in audit](#)
- Reviewing and assessing our office's ESJ tools
- Fighting backlash to racial equity efforts: [Chronic Disparity](#); [GARE Comms Guide](#); [Talk About Race](#); [MIT Fighting Backlash](#)

Audit starting points

- Look for disparities in **access**, **quality**, **procedural fairness**, and **outcomes**
- Equitable engagement: safeguards and strategies for vulnerable individuals and groups
- Analytical insights: disaggregate data, connect data sets, add information to existing data
- Inclusive language
- Get comfortable with discomfort

Big ideas

Targeted Universalism

- Universal goals but targeted strategies
- Focus where needs are greatest

“Diversity, Equity, & Inclusion” vs Anti-Racism/Pro-Equity

- Leading with race and intersectionality
- Addressing distribution of power
- Transforming policies and systems to eliminate root causes of inequity

Decolonized methodologies

- Are data and measurement White supremacist?

Evaluating the Equity Initiative

Objectives

1. Barriers to achieving goals
2. Alignment with leading equity change management frameworks
3. Foundational elements of agency management
4. Effectiveness in measuring and communicating progress

Criteria

- ICMA [Governing for Equity: Implementing an Equity Lens in Local Governments](#)
- GARE [Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action](#)
- GARE [Racial Equity: Getting to Results](#)

Contact us

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