



## Pro-Equity Anti-Racism (PEAR) Statement

Revenue values diversity, equity, and inclusion. Drawing from each other's backgrounds, perspectives, knowledge, and talents allows us to be more inclusive and ultimately strengthens our ability to successfully carry out our responsibilities.

As we grow our diversity, equity, and inclusion efforts, we look for opportunities to expand our message and positive impacts to others. One opportunity is [Executive Order 22-04](#), Implementing the Washington State Pro-Equity Anti-Racism (PEAR) Plan & Playbook. The Executive Order supports all cabinet agencies in developing a PEAR Strategic Action Plan.

We have established the PEAR Team with overall responsibility for developing and implementing Revenue's PEAR Strategic Action Plan. Our efforts to reach those who have been marginalized and underserved must be at the forefront of this effort to help us find ways to increase their voices in our work.

It is important we all support this work that benefits the communities we serve. In addition, as individuals, we each have a responsibility to continue learning and building positive relationships through cultural humility, that respects everyone's values, beliefs, and customs.

Revenue is committed to recognizing and celebrating the contributions of all.

Drew Shirk  
Director