

# memo

To: Washington Health Benefit Exchange

From: Health Equity Technical Advisory Committee

Date: June 15, 2018

Re: Adopting a Definition of Equity

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The Health Equity Technical Advisory Committee (TAC) would like to share with the Board the definition of equity that our TAC has developed:

*Equity is a fundamental pillar to the society we seek to build. The process of advancing toward equity will be disruptive and demands vigilance, dismantling deeply entrenched systems of privilege and oppression. We must focus our efforts on people and places where needs are greatest, especially communities of color, and go beyond remedying a particular inequity to address all determinants of health.*

*Our goal is that all Washingtonians have full and equal access to opportunities, power and resources to achieve their full potential.*

We recommend the Board formally adopt this statement to guide the work of the HBE.

We would further request that this statement be included in the Strategic Plan of the HBE. As a TAC, we would like to explore with the Board future development of an equity tool. This tool can serve as a guide to ensure that equity is a foremost consideration in HBE activities and future initiatives.

By explicitly defining equity, we ensure a common understanding of our shared goals. We believe that by formally adopting this definition, the HBE will be taking an important first step to ensure that equity is not just a theoretical afterthought, but the first step on our journey to an equitable and just society.