



State of Washington

DEPARTMENT OF FINANCIAL INSTITUTIONS

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The Department of Financial Institutions (DFI) is committed to developing and implementing a Pro-Equity Anti-Racism (PEAR) action plan in accordance with Executive Order 22-04 (the Executive Order).

Our Executive Team and I are excited to perform this work with our stakeholders, including our employees, the industries we regulate, and communities across Washington. While responsibilities may vary within our agency, all DFI employees have a role to play in developing and implementing the Executive Order.

We will remain dedicated to reducing barriers and eliminating inequities in all aspects of decision making, including but not limited to, service delivery, program development, policy development, communications, staffing, and budgeting.

DFI PEAR action plan priorities will include:

- Growing diversity in our workforce and all levels of leadership and growing efforts toward greater representation of diverse individuals in the financial industry.
- Working with impacted communities to identify opportunities to address wealth disparities in communities of color and other underserved groups in Washington State.
- Improving language access and intentional inclusion of immigrant and refugee communities.

DFI will provide regular and transparent information around what we are doing and how we are doing it. I encourage DFI employees to contribute to this effort and support future progress by joining the DFI Diversity Advisory Team (DAT) or “We Belong” agency meetings.

Please don’t hesitate to reach out to me or any member of the Executive Team, our PEAR Team, or the DAT.

Sincerely,

A handwritten signature in blue ink that reads "Charlie Clark".

Charlie Clark  
Director