

Initiative 1000

I-1000 Summary

- Repeals I-200, which prohibited the application of affirmative action in hiring and promotions for state agencies and state public schools.
- Allows affirmative action in recruitment, hiring and promotions in state government as long as it does not constitute preferential treatment or use a quota system.
- Adds the following characteristics to the law: Age, sexual orientation, the presence of any sensory, mental, or physical disability, and honorably discharged veteran or military status.
- Allows the state to remedy discrimination against, or under-representation of, disadvantaged groups as documented in a valid disparity study or proven in a court of law.
- Creates the **Governor's Commission on Diversity, Equity and Inclusion (DEI)**. The commission is responsible for planning, directing, monitoring, and enforcing each state agency's compliance with this act. The commission may propose and oppose legislation and shall publish an annual report on the progress of all state agencies in achieving diversity, equity, and inclusion in public education, public employment, and public contracting.

OFM Fiscal Note for the DEI Commission

The DEI Commission shall be staffed and funded within the Governor's budget. The executive commission members shall be appointed by the Governor and serve four-year terms. For duties and responsibilities of the DEI Commission, it is assumed that it will be staffed within the Governor's Policy Office within the Office of Financial Management (OFM) as follows:

- 1.0 FTE Policy Analyst with an annual salary of \$110,160 plus benefits, goods and services, and one-time equipment costs.
- 0.5 FTE Administrative Assistant with an annual salary of \$55,200 plus benefits, goods and services and one-time equipment costs.
- 0.1 FTE Contracts Specialist with an annual salary of \$93,024 plus benefits, goods and services and one-time equipment costs.

It is assumed that the DEI commission will meet monthly, with three meetings in Eastern Washington, three meetings in the Seattle area, and six meetings in Olympia.

Links

- I-1000: Chapter 160, Laws of 2019 (<https://app.leg.wa.gov/billsummary?BillNumber=1000&Initiative=true>)
- Referendum 88 on the November 2019 ballot ([https://ballotpedia.org/Washington_Referendum_88,_Vote_on_I-1000_Affirmative_Action_Measure_\(2019\)](https://ballotpedia.org/Washington_Referendum_88,_Vote_on_I-1000_Affirmative_Action_Measure_(2019)))
- I-1000 Fiscal Note (<https://fortress.wa.gov/ofm/fnspublic/FNSPublicSearch/Search/initiative/1000/>)