

**Summary: [E2SHB 1783](#) (Creating the WA State Office of Equity)**

Establishes the WA State Office of Equity within the Governor’s Office, effective July 1, 2020.

Duties for the OFFICE OF EQUITY	Duties for AGENCIES*			
<ul style="list-style-type: none"> <li>• Assist agencies in applying an equity lens in all aspects of decision-making               <ul style="list-style-type: none"> <li>○ Develop assessment tools and train agency staff</li> <li>○ Compile and create resources to use as guidance</li> </ul> </li> <li>• Interagency coordination:               <ul style="list-style-type: none"> <li>○ Complement (not supplant) commissions’ work</li> <li>○ Facilitate information sharing</li> <li>○ Convene workgroups as needed</li> <li>○ Maintain an inventory of DEI work</li> <li>○ Establish standards for disaggregated data</li> </ul> </li> <li>• Agency DEI plans &amp; reporting:               <ul style="list-style-type: none"> <li>○ Publish a report detailing each agency’s performance</li> <li>○ Develop a process to report on agency performance and for agencies to respond to the report</li> </ul> </li> <li>• Transparency and accountability:               <ul style="list-style-type: none"> <li>○ Create statewide and agency-specific process and outcome measures</li> <li>○ Create an online performance dashboard to publish measures and outcomes</li> <li>○ Develop procedures to hold agencies accountable, which may include performance reviews</li> </ul> </li> <li>• Community engagement:               <ul style="list-style-type: none"> <li>○ Staff the Community Advisory Board, which is responsible for informing priorities and timelines</li> <li>○ Collaborate with agencies and commissions to identify barriers to meaningful engagement (includes language access)</li> </ul> </li> <li>• Workforce development (with OFM and DES):               <ul style="list-style-type: none"> <li>○ Develop policies and provide technical assistance and training on maintaining a diverse, inclusive, and culturally sensitive workforce that delivers culturally sensitive services</li> <li>○ Identify additional subcategories in workforce data for disaggregation</li> </ul> </li> <li>• Coordinate with the Office of Privacy and Data Protection to address cybersecurity and data protection</li> <li>• Report annually to the Governor and Legislature on: the Office’s work and strengths; agency compliance; and the makeup of the Community Advisory Board</li> <li>• Consider the Task Force’s final recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Designate a DEI liaison within existing resources</li> <li>• Apply an equity lens**</li> <li>• Develop and submit a DEI plan</li> <li>• Develop and maintain written language access policies and plans</li> <li>• Collaborate with the Office to establish performance measures</li> <li>• Provide data and information</li> <li>• Submit a response to the Office’s report on agency performance</li> </ul> <p>* ‘Agencies’ includes every state executive office, agency, department, or commission.</p> <p>** ‘Equity lens’ means considering the characteristics listed in the WA Law Against Discrimination (RCW 49.60.030), along with immigration status and language access, to evaluate equitable impacts of an agency’s policy or program.</p> <tr> <th colspan="2" data-bbox="938 1262 1552 1302" style="text-align: center;"><b>The Office of Equity may:</b></th> </tr> <td data-bbox="938 1302 1552 1917"> <ul style="list-style-type: none"> <li>• Provide guidance and technical assistance to agencies</li> <li>• Conduct research and policy analysis</li> <li>• Provide a forum where ideas and issues related to DEI plans, policies, and standards can be reviewed</li> <li>• Develop policy positions and legislative proposals</li> <li>• Consider ways to promote investments in DEI projects</li> <li>• Fulfill external data requests</li> <li>• Receive and solicit gifts, grants, and endowments</li> </ul> </td>	<b>The Office of Equity may:</b>		<ul style="list-style-type: none"> <li>• Provide guidance and technical assistance to agencies</li> <li>• Conduct research and policy analysis</li> <li>• Provide a forum where ideas and issues related to DEI plans, policies, and standards can be reviewed</li> <li>• Develop policy positions and legislative proposals</li> <li>• Consider ways to promote investments in DEI projects</li> <li>• Fulfill external data requests</li> <li>• Receive and solicit gifts, grants, and endowments</li> </ul>
<b>The Office of Equity may:</b>				

## **SUMMARY OF CHANGES**

This summary highlights the differences between the bill [passed by the Legislature](#) and Representative Gregerson's striker ([AMH GREG H3962.1](#)).

### **INTENT LANGUAGE**

- **Addition:** Establishes legislative intent to study the social ramifications of emerging technology (e.g. AI, facial recognition) on marginalized communities. Intends for the Office of Equity to work with other state efforts in this area. [Pg.1, line 18]
- **Addition:** Includes language related to GOIA and commissions (racial and ethnic commissions, Women's, Human Rights, LGBTQ). [Pg. 2, line 21]
  - Commissions have an integral role.
  - The Office is distinct from the commissions, is not duplicative, and is meant to collaborate with commissions.
  - The Legislature does not intend to eliminate the commissions.
  - The Legislature intends to adequately fund the Office and the commissions.
- **Change:** The Office will help normalize language and concepts around "diversity, equity, and inclusion." [Pg. 3, line 11] Previously read, "...normalize language and concepts around *equity, race, social justice, diversity, and inclusion.*"

### **DEFINITIONS**

- **Addition:** A definition for "disaggregated data": "...data that has been broken down by appropriate subcategories." [Pg. 3, line 20]

### **ESTABLISHING THE OFFICE OF EQUITY**

- **Addition:** Requires the Office's work to complement, and not supplant, the work of commissions. [Pg. 4, line 8]
- **Addition:** Requires that the Director's appointment be subject to Senate confirmation. [Pg. 4, line 10]

### **COMMUNITY ADVISORY BOARD & COMMUNITY ENGAGEMENT**

- **Addition:** Allows the Director to collaborate with commissions and agencies to identify members for the Community Advisory Board. [Pg. 7, line 8]
- **Addition:** Allows the Office to contract with commissions or other entities to identify barriers to meaningful engagement, including language access barriers. [Pg. 5, line 13]

## OFFICE'S DUTIES & AUTHORITY

- Change: Removes the requirement for the Office to collaborate with GOIA.
- Change: Directs the Office to work with OFM instead of Results WA on certain responsibilities. [Pg. 5, line 27]
- Change: Requires the Office to “[e]stablish standards for the collection, analysis, and reporting of disaggregated data *as it pertains to tracking population level outcomes of communities...*” [Pg. 5, line 30]
  - Previously read: “...*regarding race and ethnicity.*”
  - This bill does not provide a definition for “communities.”
- Change: Removes the limitations on collecting information beyond race and ethnicity. [Pg. 6, line 8]
- Change: Removes (omits) rule-making authority and, instead, requires the Office to establish the following:
  - *Procedures* to hold agencies accountable, which may include performance reviews. [Pg. 6, line 25]
  - *A process* to report on agency performance and effectiveness of its programs and services on reducing disparities. [Pg. 6, line 19]
  - *A process* for agencies to respond with an action plan to address areas for improvement and corrective action, and a timeline for the plan. [Pg. 6, line 19]
- Change: Still requires the Office to report to the Governor and Legislature, but changes the initial reporting deadline to October 31, 2022, and requires *annual* reporting (instead of every 2 years). [Pg. 6, line 28]
- Addition: Requires the Office to consider the business case for research projects before conducting such projects. [Pg. 8, line 10]
- Addition: Allows the Office to provide a forum where ideas and issues related to DEI plans, policies, and standards can be reviewed. [Pg. 8, line 15]
- Change: Allows the Office to develop policy positions and legislative *proposals* (instead of legislative initiatives). [Pg. 8, line 18]
- Addition: Allows the Office to consider ways to promote investments in DEI projects that improve services and cost efficiency. [Pg. 8, line 19]
- Change: Clarifies that the Office must consider the Task Force’s *final* recommendations. [Pg. 6, line 36]
- Addition: Directs the Office to report back to the Governor and the Legislature on additional recommendations after considering the Task Force’s final recommendations. [Pg. 6, line 39]