

SHB 2057 - S COMM AMD
By Committee on Transportation

ADOPTED 03/02/2022

1 Strike everything after the enacting clause and insert the
2 following:

3 "NEW SECTION. **Sec. 1.** (1) The legislature finds that:

4 (a) In 2021, the total Washington state patrol workforce was 84
5 percent white and 67 percent male, the field force workforce was 86
6 percent white and 86 percent male, and the managerial staff was as
7 high as 93 percent white;

8 (b) A strong diversity, equity, and inclusion strategic
9 recruitment and retention plan is necessary to:

10 (i) Provide the state patrol with the benefits of a diverse
11 workforce, improving service to the public, increasing employee
12 productivity, and providing new perspectives and innovative
13 approaches to achieving the agency's mission of enhancing the safety
14 and security of all people and communities; and

15 (ii) Fill vacancies with those who are from historically and
16 currently marginalized communities;

17 (c) Public employment opportunities at the Washington state
18 patrol should provide all commissioned and noncommissioned staff full
19 access to the opportunities, power, and resources each needs in the
20 staff person's career; and

21 (d) The transition to a culture that fosters workforce diversity,
22 equity, and inclusion requires steadfast commitment over the long
23 term.

24 (2) Therefore, the legislature intends to:

25 (a) Challenge the state patrol to change and adapt its culture to
26 attract and retain a diverse workforce representative of those who
27 have been historically and currently marginalized and is
28 representative of the labor force as a whole;

29 (b) Establish effective legislative and executive oversight
30 mechanisms to increase workforce parity by eliminating disparities in
31 the state patrol's workforce;

1 (c) Increase accountability and transparency relating to the
2 state patrol's progress in achieving equity in its workforce; and

3 (d) Provide technical assistance and support for the state
4 patrol's diversity, equity, and inclusion efforts over the long term.

5 NEW SECTION. **Sec. 2.** A new section is added to chapter 43.06D
6 RCW to read as follows:

7 (1) Consistent with its purpose of promoting access to equitable
8 opportunities and resources to reduce disparities, the Washington
9 state office of equity shall provide oversight for the development
10 and ongoing implementation of the Washington state patrol's
11 diversity, equity, and inclusion strategic recruitment and retention
12 plan.

13 (2) To accomplish this purpose, the office of equity shall work
14 with the department of enterprise services, which will run and
15 oversee a competitive procurement process to select and hire an
16 independent, expert consultant to:

17 (a) Collect benchmark demographic data on the composition of the
18 current Washington state patrol workforce, including applicants in
19 the recruitment process, people in trooper academy classes, and new
20 hires across positions in the agency including, and not limited to,
21 applicants referred for interview; applicants referred for hire;
22 applicant to hire ratios; applicants referred for psychological
23 testing; applicant pass to fail ratios; and turnover rate. In
24 addition, this task must include comparative demographic data for
25 other law enforcement training classes within the state;

26 (b) Conduct a study of the labor force available for the
27 commissioned and noncommissioned staff of the state patrol, with a
28 focus on the availability of black, indigenous, Latino, Asian, and
29 other groups currently underrepresented in the state patrol
30 workforce;

31 (c) Using the results of the labor force availability study and
32 Washington state patrol recruitment and retention demographic
33 benchmark data, establish goals for the demographic composition of
34 the state patrol workforce and a plan for reaching the goals;

35 (d) Develop agency-specific process and outcome measures of
36 performance, taking into consideration community feedback on whether
37 the performance measures established accurately measure the
38 effectiveness of agency programs and services in the communities
39 served;

1 (e) Recommend effective agency programs and services to reduce
2 disparities across the agency;

3 (f) Evaluate and report on progress in the implementation of the
4 diversity, equity, and inclusion strategic recruitment and retention
5 plan developed for the Washington state patrol in 2021;

6 (g) In coordination with the Washington state patrol, annually
7 update the diversity, equity, and inclusion strategic recruitment and
8 retention plan to reflect activities completed, new strategies, and
9 next steps;

10 (h) Report biannually to the governor and appropriate committees
11 of the legislature on the composition of the current Washington state
12 patrol workforce compared to established benchmarks and goals; and

13 (i) Otherwise assist the office of equity in monitoring and
14 reporting the Washington state patrol's implementation of the
15 diversity, equity, and inclusion strategic recruitment and retention
16 plan.

17 (3) The office is directed to complete the following work in
18 accordance with RCW 43.06D.040:

19 (a) Provide technical assistance to the Washington state patrol
20 regarding best practices to effectively foster an equitable, just,
21 diverse workforce;

22 (b) Publish the Washington state patrol's diversity, equity, and
23 inclusion strategic recruitment and retention plan on its performance
24 dashboard;

25 (c) Report the Washington state patrol's performance on the
26 office's performance dashboard, providing for a process for the
27 Washington state patrol to respond to the report;

28 (d) Establish accountability procedures for the Washington state
29 patrol, which may include conducting performance reviews related to
30 state patrol compliance with office performance measures consistent
31 with RCW 43.06D.040;

32 (e) Report annually to the governor and appropriate committees of
33 the legislature on the Washington state patrol's compliance with
34 developing its diversity, equity, and inclusion strategic recruitment
35 and retention plan in accordance with the office of equity standards
36 and the state patrol's progress made toward performance measures in
37 its diversity, equity, and inclusion strategic recruitment and
38 retention plan.

39 (4) This section expires June 30, 2032."

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1 On page 1, line 2 of the title, after "workforce;" strike the
2 remainder of the title and insert "adding a new section to chapter
3 43.06D RCW; creating a new section; and providing an expiration
4 date."

EFFECT: (1) Removes the \$650,000 State Patrol Highway Account
Appropriation to the Office of the Governor.

(2) Removes the \$331,000 State Patrol Highway Account
Appropriation to the Washington State Patrol.

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