

FINAL BILL REPORT

SHB 2057

C 146 L 22
Synopsis as Enacted

Brief Description: Strengthening diversity, equity, and inclusion in the state patrol workforce.

Sponsors: House Committee on Transportation (originally sponsored by Representatives Valdez, Ramos, Senn, Morgan, Johnson, J. and Pollet).

House Committee on Transportation
Senate Committee on Transportation

Background:

Beginning with the 2019-21 Biennial Transportation Budget, the Washington State Patrol (WSP) has been required to report to the Governor and Legislature on the demographic composition of the WSP workforce. The most recent report showed that the total WSP workforce was 84 percent white and 67 percent male. The field force workforce was 86 percent white and 86 percent male.

The 2020 Supplemental Transportation Budget included a requirement that the WSP work with the Department of Enterprise Services (DES) and the Office of Minority and Women's Business Enterprises to contract for a workforce diversity strategic action plan. That report was delivered to the WSP in April 2021 and provided a comprehensive strategy for improving diversity, equity, and inclusion at the WSP, with a particular focus on workforce recruitment, retention, and training.

Summary:

The Governor's Office of Equity is required to provide oversight of the WSP's ongoing implementation of its strategic plan.

The Office of Equity is required to work with the DES, which will run and oversee a competitive procurement to contract for an independent, expert consultant.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

The consultant's duties are to:

- collect benchmark data on the demographic composition of the WSP workforce, applicants in the recruitment process, including trooper academy classes and new hires across positions in the agency. In addition, the consultant must also collect comparative demographic data for other law enforcement training classes within the state;
- conduct a study of the labor force available for the commissioned and non-commissioned staff of the WSP, with a focus on the availability of Black, Indigenous, Latino, Asian, and other groups currently underrepresented in the WSP workforce;
- using the results of the labor force availability study, establish benchmark goals for the demographic composition of the WSP workforce and a plan for reaching the goals;
- develop agency-specific process and outcome measures of performance, taking into consideration community feedback;
- recommend effective agency programs and services to reduce disparities across the agency;
- evaluate progress in the implementation of the strategic plan developed for the WSP in 2021;
- in coordination with the WSP, annually update the strategic plan to reflect activities completed, new strategies, and next steps;
- report biannually to the Governor and appropriate committees of the Legislature on the composition of the current workforce compared to established benchmarks and goals; and
- otherwise assist the Office of Equity in monitoring and reporting the WSP's implementation of its strategic plan.

The Office of Equity is directed to:

- provide technical assistance to the WSP regarding best practices to effectively foster a diverse workforce;
- publish the WSP's strategic plan on the Office's performance dashboard;
- report the WSP's performance on the Office's performance dashboard;
- establish accountability procedures for the WSP consistent with the Office's authorizing statutes; and
- report annually to the Governor and appropriate committees of the Legislature on the WSP's compliance with developing its strategic plan.

The Office of Equity oversight over the implementation of the WSP strategic plan expires on June 30, 2032.

Votes on Final Passage:

House	82	14	
Senate	36	12	(Senate amended)
House	84	14	(House concurred)

Effective: June 9, 2022