
HOUSE BILL 2057

State of Washington

67th Legislature

2022 Regular Session

By Representatives Valdez, Ramos, Senn, Morgan, J. Johnson, and Pollet

Read first time 01/20/22. Referred to Committee on Transportation.

1 AN ACT Relating to strengthening diversity, equity, and inclusion
2 in the state patrol workforce; adding a new section to chapter 43.43
3 RCW; creating a new section; making an appropriation; and providing
4 an expiration date.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

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

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

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

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

18 (ii) Fulfill the enormous recruiting effort to reduce vacancies
19 at the agency;

20 (c) Public employment opportunities at the Washington state
21 patrol, as either commissioned or noncommissioned staff, offer

1 careers that should be equally accessible to all people in the labor
2 force; and

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

6 (2) Therefore, the legislature intends to:

7 (a) Challenge the state patrol to change and adapt its culture to
8 attract and retain a more diverse workforce, which is representative
9 of the labor force as a whole;

10 (b) Establish more effective legislative and executive oversight
11 mechanisms for the state patrol's efforts to increase workforce
12 diversity;

13 (c) Increase accountability and transparency relating to the
14 state patrol's progress in increasing workforce diversity; and

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

17 NEW SECTION. **Sec. 2.** A new section is added to chapter 43.43
18 RCW to read as follows:

19 (1) The Washington state patrol shall work with the department of
20 enterprise services, which will run and oversee a competitive
21 procurement process to select and hire an independent, expert
22 consultant to:

23 (a) Collect benchmark data on the demographic composition of the
24 current Washington state patrol workforce and applicants in the
25 recruitment process, including trooper academy classes and new hires
26 across positions in the agency. In addition, this task must include
27 comparative demographic data for other law enforcement training
28 classes within the state;

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

34 (c) Using the results of the labor force availability study,
35 establish benchmark goals for the demographic composition of the
36 state patrol workforce;

37 (d) Evaluate progress in the implementation of the diversity,
38 equity, and inclusion strategic recruitment and retention plan
39 developed for the Washington state patrol in 2021;

1 (e) Provide technical assistance regarding best practices to
2 effectively foster a diverse workforce;

3 (f) Annually update the diversity, equity, and inclusion
4 strategic recruitment and retention plan to reflect activities
5 completed, new strategies, and next steps;

6 (g) Report quarterly to the governor and appropriate committees
7 of the legislature on the composition of the current workforce
8 compared to established benchmarks and goals; and

9 (h) Report annually to the governor and appropriate committees of
10 the legislature on the results of the evaluation of progress in
11 implementing the diversity, equity, and inclusion strategic
12 recruitment and retention plan.

13 (2) This section expires June 30, 2032.

14 NEW SECTION. **Sec. 3.** (1) The sum of \$1,277,000, or as much
15 thereof as may be necessary, is appropriated for the fiscal biennium
16 ending June 30, 2023, from the state patrol highway account—state to
17 the Washington state patrol.

18 (2) The appropriation in this section is subject to the following
19 conditions and limitations:

20 (a) \$400,000 of the state patrol highway account appropriation is
21 provided solely for the fiscal year 2023 costs of a contract with an
22 independent consultant to conduct the studies, evaluations, and
23 reporting functions required in section 2 of this act. The state
24 patrol shall work with the department of enterprise services to
25 conduct broad outreach for the consultant to ensure that the pool of
26 potential consultants demonstrates familiarity with diversity,
27 equity, and inclusion recruitment and retention efforts in law
28 enforcement.

29 (b) \$877,000 of the state patrol highway account appropriation is
30 provided solely for the state patrol to achieve the following
31 objectives:

32 (i) \$592,000 to fill staffing positions within the state patrol's
33 diversity, equity, and inclusion program.

34 (ii) \$59,000 to conduct a study to analyze existing state
35 barriers to hiring commissioned officers. The study shall make
36 recommendations to amend current state patrol hiring practices and
37 underlying statutes that may need revision. Recommendations are due
38 to the governor and appropriate committees of the legislature by
39 November 1, 2022.

1 (iii) \$195,000 to contract with a social media and marketing
2 consultant to standardize messaging and recruitment efforts to
3 diverse audiences across media platforms.
4 (iv) \$31,000 to contract with an external psychologist to perform
5 exams.

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