



**Signature Report**

**Motion 15374**

**Proposed No. 2019-0144.2**

**Sponsors Gossett, Kohl-Welles, Dembowski,  
McDermott and Balducci**

1           A MOTION calling on the Washington State Legislature to  
2           adopt the Washington State Diversity, Equity, and  
3           Inclusion Act (Initiative-1000) to ensure every resident of  
4           Washington state has equal opportunity and access to  
5           public education, public employment and public  
6           contracting.

7           WHEREAS, Motion 15281 established King County's State Legislative Agenda,  
8           including a focus on ensuring the fair treatment of underserved groups in public  
9           employment, education and contracting, and

10          WHEREAS, the first national reference to affirmative action was made by  
11          President John F. Kennedy in 1961 in an executive order directing government  
12          contractors to take "affirmative action to ensure applicants are employed, and that  
13          employees are treated during employment, without regard to their race, creed, color, or  
14          national origin," and

15          WHEREAS, President Lyndon Johnson signed the Civil Rights Act of 1964 and  
16          issued an executive order that created the means to enforce affirmative action policies for  
17          the first time, and

18          WHEREAS affirmative action admissions programs were taken up by public and  
19          private universities in the late 1960s and 1970s, and

20 WHEREAS, in November 1998, Washington state voters passed Initiative 200,  
21 which prohibited preferential treatment based on race, sex, color, ethnicity, or national  
22 origin in public contracting, public hiring and public education, and

23 WHEREAS, in December 1998, Governor Locke issued Directive No. 98-01 to  
24 guide state agencies in implementing this Initiative and it stated that "Race, sex, color,  
25 ethnicity and national origin may not be used in final selection of an applicant for public  
26 employment, unless allowed under section 4 of I-200," and

27 WHEREAS, "affirmative action" is generally defined as an active effort to  
28 improve the employment of educational opportunities of people of color and women, and

29 WHEREAS, 395,000 signatures were gathered in support of Initiative 1000 ("I-  
30 1000"), the largest total of signatures ever gathered in support of a Washington State  
31 Initiative to the Legislature, and

32 WHEREAS, I-1000 amends the language prohibiting preferential treatment to  
33 include "age, sexual orientation, the presence of any sensory, mental, or physical  
34 disability, or honorably discharged veteran or military status," and

35 WHEREAS, I-1000 also states that the state may implement affirmative action  
36 laws, regulations, policies or procedures so long as the participation goals or outreach  
37 efforts do not utilize quotas and do not constitute preferential treatment, and

38 WHEREAS, the United States Supreme Court affirmed that "student body  
39 precedent is a compelling state interest that can justify the use of race in university  
40 admissions," and highlighted that numerous expert studies and reports show that a diverse  
41 student body promotes learning outcomes and better prepares a student for societal  
42 prosperity, and

43 WHEREAS, affirmative action policies support historically underserved  
44 communities in overcoming historic racial discrimination and racial segregation and are  
45 designed to improve the lives of all Americans, regardless of race, by increasing the  
46 integration of race, socioeconomic status and gender in professional institutions and the  
47 work place, and

48 WHEREAS, affirmative action policies adds to the potential of achieving  
49 equitable access and representation across all sectors of our diverse society, and

50 WHEREAS, qualified women and people of color are still underrepresented in  
51 public employment and contracting, and

52 WHEREAS, the government awarded five percent of federal contracts to women-  
53 owned businesses and 9.8 percent of federal contracts to minority-owned businesses in  
54 2017 and, of the top fifty most-expensive contracts awarded by federal government in  
55 2016 and 2017, not a single one was awarded to a women- or minority-led business, and

56 WHEREAS, affirmative action allows for proactive and preemptive steps to root  
57 out discrimination prior to costly litigation, and

58 WHEREAS, affirmative action programs are responsible for up to a thirty-three  
59 percent increase in the number applications from people of color to higher education  
60 institutions, and

61 WHEREAS; since the passage of I-200 people of color have lost ground in some  
62 important areas related to education, jobs, wealth disparities and racial inequities and  
63 therefore a new, wiser effort of affirmative action, based on best practices must be passed  
64 by the House and Senate of Washington state, by the end of April 2019;

65 NOW, THEREFORE, BE IT MOVED by the Council of King County:

66           The metropolitan King County council:

67           A. Expresses King County's strong support that every resident of Washington  
68 state be guaranteed equal opportunity and access to public education, public employment,  
69 and public contracting;

70           B. Calls on the Washington State Legislature to adopt the Washington State  
71 Diversity, Equity, and Inclusion Act (Initiative 1000) during the current 2019 session of  
72 the 66th legislature; and

- 73 - C. Directs the county's state legislative team to include the Washington State  
74 Diversity, Equity, and Inclusion Act as a priority for legislative advocacy.  
75

Motion 15374 was introduced on 4/1/2019 and passed as amended by the Metropolitan King County Council on 4/1/2019, by the following vote:

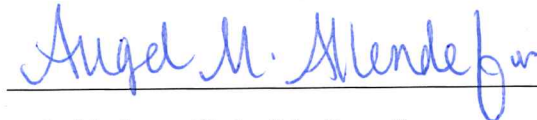
Yes: 6 - Mr. Gossett, Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles and Ms. Balducci  
Excused: 3 - Mr. von Reichbauer, Ms. Lambert and Mr. Dunn

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON



Rod Dembowski, Chair

ATTEST:



Melani Pedroza, Clerk of the Council



Attachments: None