
SUBSTITUTE HOUSE BILL 2057

State of Washington

67th Legislature

2022 Regular Session

By House Transportation (originally sponsored by Representatives Valdez, Ramos, Senn, Morgan, J. Johnson, and Pollet)

READ FIRST TIME 02/03/22.

1 AN ACT Relating to strengthening diversity, equity, and inclusion
2 in the state patrol workforce; adding a new section to chapter 43.06D
3 RCW; creating a new section; making appropriations; and providing an
4 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) Fill vacancies with those who are from historically and
19 currently marginalized communities;

20 (c) Public employment opportunities at the Washington state
21 patrol should provide all commissioned and noncommissioned staff full

1 access to the opportunities, power, and resources each needs in the
2 staff person's career; 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 diverse workforce representative of those who
9 have been historically and currently marginalized and is
10 representative of the labor force as a whole;

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

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

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

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

20 (1) Consistent with its purpose of promoting access to equitable
21 opportunities and resources to reduce disparities, the Washington
22 state office of equity shall provide oversight for the development
23 and ongoing implementation of the Washington state patrol's
24 diversity, equity, and inclusion strategic recruitment and retention
25 plan.

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

30 (a) Collect benchmark demographic data on the composition of the
31 current Washington state patrol workforce, including applicants in
32 the recruitment process, people in trooper academy classes, and new
33 hires across positions in the agency including, and not limited to,
34 applicants referred for interview; applicants referred for hire;
35 applicant to hire ratios; applicants referred for psychological
36 testing; applicant pass to fail ratios; and turnover rate. In
37 addition, this task must include comparative demographic data for
38 other law enforcement training classes within the state;

1 (b) Conduct a study of the labor force available for the
2 commissioned and noncommissioned staff of the state patrol, with a
3 focus on the availability of black, indigenous, Latino, Asian, and
4 other groups currently underrepresented in the state patrol
5 workforce;

6 (c) Using the results of the labor force availability study and
7 Washington state patrol recruitment and retention demographic
8 benchmark data, establish goals for the demographic composition of
9 the state patrol workforce and a plan for reaching the goals;

10 (d) Develop agency-specific process and outcome measures of
11 performance, taking into consideration community feedback on whether
12 the performance measures established accurately measure the
13 effectiveness of agency programs and services in the communities
14 served;

15 (e) Recommend effective agency programs and services to reduce
16 disparities across the agency;

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

20 (g) In coordination with the Washington state patrol, annually
21 update the diversity, equity, and inclusion strategic recruitment and
22 retention plan to reflect activities completed, new strategies, and
23 next steps;

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

27 (i) Otherwise assist the office of equity in monitoring and
28 reporting the Washington state patrol's implementation of the
29 diversity, equity, and inclusion strategic recruitment and retention
30 plan.

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

33 (a) Provide technical assistance to the Washington state patrol
34 regarding best practices to effectively foster an equitable, just,
35 diverse workforce;

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

1 (c) Report the Washington state patrol's performance on the
2 office's performance dashboard, providing for a process for the
3 Washington state patrol to respond to the report;

4 (d) Establish accountability procedures for the Washington state
5 patrol, which may include conducting performance reviews related to
6 state patrol compliance with office performance measures consistent
7 with RCW 43.06D.040;

8 (e) Report annually to the governor and appropriate committees of
9 the legislature on the Washington state patrol's compliance with
10 developing its diversity, equity, and inclusion strategic recruitment
11 and retention plan in accordance with the office of equity standards
12 and the state patrol's progress made toward performance measures in
13 its diversity, equity, and inclusion strategic recruitment and
14 retention plan.

15 (4) This section expires June 30, 2032.

16 NEW SECTION. **Sec. 3.** (1) The sum of \$650,000, or as much
17 thereof as may be necessary, is appropriated for the fiscal biennium
18 ending June 30, 2023, from the state patrol highway account—state to
19 the office of the governor.

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

22 (a) \$350,000 of the state patrol highway account—state
23 appropriation is provided to the state office of equity solely for a
24 contract with an independent consultant to conduct the studies,
25 evaluations, and reporting functions required in section 2 of this
26 act. The state office of equity shall work with the department of
27 enterprise services to conduct broad outreach for the consultant to
28 ensure that the pool of potential consultants demonstrates
29 familiarity with diversity, equity, and inclusion recruitment and
30 retention efforts in law enforcement.

31 (b) \$100,000 of the state patrol highway account—state
32 appropriation is provided to the state office of equity solely for a
33 study to analyze existing state barriers to hiring commissioned
34 officers. The study shall make recommendations to amend current state
35 patrol hiring practices and underlying statutes that may need
36 revision. Recommendations are due to the governor and appropriate
37 committees of the legislature by December 1, 2022.

1 (c) \$200,000 of the state patrol highway account—state
2 appropriation is provided to the state office of equity solely for
3 facilitating long-term policy and system change to achieve equity in
4 Washington state patrol hiring practices, including assisting
5 Washington state patrol in applying an equity lens in all aspects of
6 agency decision making, including program development, policy
7 development, budgeting, and hiring. Activities to support this
8 purpose may include an engagement plan with the communities served by
9 the Washington state patrol and technical assistance to the
10 Washington state patrol to build its internal capacity to sustain
11 meaningful engagement with communities in all aspects of agency
12 decision making.

13 NEW SECTION. **Sec. 4.** (1) The sum of \$331,000, or as much
14 thereof as may be necessary, is appropriated for the fiscal biennium
15 ending June 30, 2023, from the state patrol highway account—state to
16 the Washington state patrol.

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

19 (a) \$300,000 of the state patrol highway account—state
20 appropriation is provided solely for the state patrol's diversity,
21 equity, and inclusion program.

22 (b) \$31,000 of the state patrol highway account—state
23 appropriation is provided solely for a contract with an external
24 psychologist to perform exams.

25 (c) In coordination with the state office of equity, the
26 Washington state patrol must annually update the diversity, equity,
27 and inclusion strategic recruitment and retention plan to reflect
28 activities completed, new strategies, and next steps.

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