



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Mayor Woodards  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution in support of Initiative 1000—April 23, 2019  
**DATE:** April 18, 2019

**SUMMARY:**

A resolution expressing support for the passage of Washington State Initiative Measure No. 1000 by the Washington State Legislature, which reads as follows:

Initiative Measure No. 1000 concerns remedying discrimination and affirmative action.

This measure would allow the state to remedy discrimination for certain groups and to implement affirmative action, without the use of quotas or preferential treatment (as defined), in public education, employment, and contracting.

Should this measure be enacted into law? Yes [ ] No [ ]

**COUNCIL SPONSORS:**

Mayor Woodards and Council Members: Blocker, Mello and Ushka

**STRATEGIC POLICY PRIORITY:**

- Ensure all Tacoma residents are valued and have access to resources to meet their needs.
- Foster a vibrant and diverse economy with good jobs for all Tacoma residents.
- Encourage thriving residents with abundant opportunities for life-long learning.

**BACKGROUND:**

Initiative Measure 1000 would amend RCW 49.60.400 and 43.43.015, add a new section to RCW chapter 43.06 and create new sections. The measure would allow the state to remedy documented or proven discrimination against, or underrepresentation of, certain disadvantaged groups. It would allow the state to implement equal opportunities in public education, employment, and contracting if the action does not use quotas or preferential treatment. The measure would also establish a Governor’s commission on diversity, equity, and inclusion, and require the commission to draft implementing legislation and publish reports. The stated intent of the measure is to guarantee every resident of Washington State equal opportunity and access to public education, public employment, and public contracting without discrimination based on their race, sex, color, ethnicity, national origin, age, sexual orientation, the presence of any sensory, mental, or physical disability, or honorably discharged veteran or military status.



**ISSUE:**

In 1998, Washington voters approved Initiative 200, which banned discrimination and preferential treatment based on certain characteristics, such as race, sex, and age. Initiative 1000 would amend and add certain sections of the Revised Code of Washington to allow the state to remedy documented or proven discrimination against, or underrepresentation of, certain disadvantaged groups. The initiative would allow equal opportunities, defined as “a policy in which an individual's race, sex, ethnicity, national origin, age, the presence of any sensory, mental, or physical disability, and honorably discharged veteran or military status are factors considered in the selection of qualified women, honorably discharged military veterans, persons in protected age categories, persons with disabilities, and minorities for opportunities in public education, public employment, and public contracting. Affirmative Action includes, but shall not be limited to, recruitment, hiring, training, promotion, outreach, setting and achieving goals and timetables, and other measures designed to increase Washington's diversity in public education, public employment, and public contracting.” It would prohibit preferential treatment, defined as “the act of using race, sex, color, ethnicity, national origin, age, sexual orientation, the presence of any sensory, mental, or physical disability, and honorably discharged veteran or military status as the sole qualifying factor to select a lesser qualified candidate over a more qualified candidate for a public education, public employment, or public contracting opportunity.”

The requested Resolution would express the Tacoma City Council’s support for Initiative 1000 to allow consideration of certain groups with regard to the principles of diversity, equity, and inclusion as is aligned with the City of Tacoma’s Equity and Empowerment framework. If passed, the measure would allow the City of Tacoma authority to implement equal opportunities in employment and contracting without the use of quotas, which would help ensure that the City’s workforce is not only qualified, but more accurately reflects the community it serves. It would also allow the City of Tacoma greater flexibility in awarding contracts to firms owned by individuals who belong to underrepresented groups.

**ALTERNATIVES:**

The Tacoma City Council could take no action and not support Initiative 1000 through the requested Resolution, to not demonstrate support for the intent of the measure to the state legislature and Tacoma community.

**RECOMMENDATION:**

The recommendation is to pass a Resolution stating the Tacoma City Council’s support for Initiative 1000, thereby memorializing support for the intent of the measure for greater visibility to the state legislature and the Tacoma community.

**FISCAL IMPACT:**

There is no fiscal impact.