



RESOLUTION NO. 40311

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS BLOCKER,
2 MELLO AND USHKA

3 A RESOLUTION expressing support for Washington State Initiative Measure
4 No. 1000, relating to diversity, equity, and inclusion, which would allow the
5 state to remedy discrimination for certain groups and to implement
6 affirmative action, without the use of quotas or preferential treatment, in
7 public education, employment, and contracting.

8 WHEREAS, in 1998, Washington voters approved Initiative 200, which
9 banned discrimination and preferential treatment based on certain characteristics
10 such as race, sex, and age, and

11 WHEREAS Initiative Measure No. 1000 (“Initiative 1000”), under
12 consideration as an Initiative to the Legislature, would amend and add certain
13 sections to the Revised Code of Washington to allow the state to remedy
14 documented or proven discrimination against, or underrepresentation of, certain
15 disadvantaged groups, and

16 WHEREAS the proposed initiative would allow affirmative action, defined
17 as “a policy in which an individual's race, sex, ethnicity, national origin, age, the
18 presence of any sensory, mental, or physical disability, and honorably discharged
19 veteran or military status are factors considered in the selection of qualified
20 women, honorably discharged military veterans, persons in protected age
21 categories, persons with disabilities, and minorities for opportunities in public
22 education, public employment, and public contracting. Affirmative action includes,
23 but shall not be limited to, recruitment, hiring, training, promotion, outreach,
24 setting and achieving goals and timetables, and other measures designed to
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1 increase Washington's diversity in public education, public employment, and
2 public contracting," and

3 WHEREAS Initiative 1000 would prohibit preferential treatment, defined as
4 "the act of using race, sex, color, ethnicity, national origin, age, sexual orientation,
5 the presence of any sensory, mental, or physical disability, and honorably
6 discharged veteran or military status as the sole qualifying factor to select a lesser
7 qualified candidate over a more qualified candidate for a public education, public
8 employment, or public contracting opportunity," and

9 WHEREAS the proposed initiative would also establish a Governor's
10 commission on diversity, equity, and inclusion, and require the commission to
11 draft implementing legislation and publish reports, and

12 WHEREAS Initiative 1000 would allow for consideration of groups with
13 regard to the principles of diversity, equity, and inclusion, and is aligned with the
14 City's Equity and Empowerment framework, and

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17 WHEREAS, if passed, this initiative would allow the City to implement equal
18 opportunities in employment and contracting without the use of quotas, which would
19 help ensure that the City's workforce is not only qualified, but also represents the
20 community it serves, and further, would allow greater flexibility in awarding contracts
21 to firms owned by individuals who belong to underrepresented groups; Now,
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23 Therefore,

24 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

25 That the City Council hereby expresses its support for the passage of
26 Washington State Initiative Measure No. 1000, concerning diversity, equity, and



inclusion, by the Washington State Legislature, substantially in the form of the ballot

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title 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 []

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney