



King County

Shannon Braddock
King County Executive

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November 21, 2025

The Honorable Girmay Zahilay
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Zahilay:

This letter transmits the Language Access Proviso Report, as called for by Ordinance 19861, Section 17, Proviso P1, and a proposed Motion that would, if approved, acknowledge receipt of the report.

This report, developed by the Office of Equity, Racial, and Social Justice (OERSJ), documents the latest reported status of Language Access Plans (LAPs) and language-access service delivery across King County departments, agencies, and offices, as required by Ordinance 19861. It fulfills the five reporting elements identified in the Proviso by summarizing information provided by departments, consolidated at the department or office level. It provides an inventory of existing practices, reported capacities, and identifies areas where work remains in development.

An LAP outlines how a department ensures that limited-English-proficient residents can access its programs, services, and information. Ordinance 18665 required each King County department, agency, and office to develop and submit an LAP to the Council by September 30, 2018. The 21 plans were transmitted on November 6, 2018, and accepted by the Council through Motion 15558 on December 11, 2019.

The information in enclosed report draws on three primary sources: 2018 LAP submissions, 2021 and 2023 self-assessment surveys performed by County departments and agencies, and limited follow-up community engagement conducted in 2023 and 2024 by OERSJ. The information summarized in this report reflects conditions and practices reported by King County

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departments, agencies, and offices as of March 2023. It demonstrates that departments are implementing language access differently, that departments are at varying stages of maturity, and most continued to build capacity and refine internal processes. These variations reflect differences in size, service scope, and available resources.

Thank you for your consideration of this proposed Motion and report.

If your staff have questions, please contact Monisha Harrell, Director, Office of Equity and Racial and Social Justice, at 206-477-0825.

Sincerely,

A handwritten signature in black ink that reads "Shannon Braddock". The signature is stylized with a large, looped "S" and "B".

Shannon Braddock
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Dwight Dively, Director, Office of Performance, Strategy, and Budget
Stephanie Pure, Council Relations Director, Office of the Executive
Monisha Harrell, Director, Office of Equity and Racial and Social Justice (OERSJ)