



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19770

Proposed No. 2023-0417.2

Sponsors Dembowski

1 AN ORDINANCE related to the establishment of a King
 2 County human and civil rights commission; amending
 3 Ordinance 15548, Section 1, as amended, and K.C.C
 4 2.28.0015 and Ordinance 12058, Section 9, as amended,
 5 and K.C.C. 2.55.010, adding a new chapter to K.C.C. Title
 6 2, and repealing Ordinance 2647, Section 3, as amended,
 7 and K.C.C. 3.10.010, Ordinance 2647, Section 4, as
 8 amended, and K.C.C. 3.10.020, Ordinance 2647, Section 5,
 9 as amended, and K.C.C. 3.10.030, Ordinance 12058,
 10 Section 4, and K.C.C. 3.10.040, Ordinance 2647, Section 7,
 11 as amended, and K.C.C. 3.10.050, Ordinance 2647, Section
 12 8, as amended, and K.C.C. 3.10.060, and Ordinance 6891,
 13 Section 4, as amended, and K.C.C. 3.10.070.

14 **STATEMENT OF FACTS:**

- 15 1. In 1976, the King County affirmative action committee was
 16 established, and was replaced in November 1995 by the King County civil
 17 rights commission by Ordinance 12058.
- 18 2. The civil rights commission was established to serve in an advisory
 19 capacity to the executive and the council on matters concerning
 20 affirmative action, disability access, equal employment opportunity,

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21 contract compliance, fair housing, minority and women owned businesses,
22 and access to public accommodations to ensure the consistent application
23 of all county ordinances, rules, and regulations concerning these programs.

24 3. The scope of work and activities of the civil rights commission have
25 diminished over the years due to various factors. The civil rights
26 commission has been inactive since 2020. The last civil rights
27 commission briefing received by the council was in June 2010 where the
28 council was briefed on the commission's 2009 annual report.

29 4. For many years, the commission was the primary advisory body on
30 county activities relating to equity and social justice, in particular
31 enactment of the county's "Equity and Social Justice Ordinance," also
32 referred to as the "Fair and Just Ordinance," which is Ordinance 16948,
33 establishing the office of law enforcement and oversight, renaming the
34 county in honor of the Reverend Doctor Martin Luther King, Jr., County
35 as enacted by Chapter 90, Laws of Washington 2005, and changing the
36 county logo from an imperial crown to the image of Reverend Doctor
37 Martin Luther King, Jr., and establishing the immigrant and refugee task
38 force. However, as these activities have become a priority for the county,
39 they have been delegated to newly established county entities such as the
40 office of law enforcement oversight community advisory committee, the
41 immigrant and refugee commission, and the office of equity and racial and
42 social justice.

43 5. The commission is also tasked with reviewing and conducting fact-

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44 finding sessions of complaints filed under the county's antidiscrimination
45 ordinances with a finding of no reasonable cause and request for
46 reconsideration by the complainant was denied. However, the number of
47 cases has decreased over time, in part due to annexations and
48 incorporations that have occurred in the county over the years reducing the
49 area over which the county has jurisdictional responsibility.

50 6. The commission has historically been active in community engagement
51 by establishing relationships with other regional human and civil rights
52 commissions, meeting and networking with community organizations, and
53 educating communities and the public at large on the work of the
54 commission. The commission included such activities in its annual work
55 plans from 2014 through 2017; however, it is unclear whether the
56 commission conducted such activities during 2014 through 2017 or
57 whether it continues to do so currently. If the commission failed to
58 undertake these activities, the lack of community engagement activities
59 may also have contributed to the decrease in the number of complaints that
60 relate to violations of county antidiscrimination ordinances.

61 7. In September 2001, Ordinance 14199 established the office of civil
62 rights under the department of executive services to enforce county
63 ordinances related to discrimination and provide staff support to the
64 commission. However, through the 2017-2018 Biennial Budget
65 Ordinance, Ordinance 18409, the council moved the functions of the
66 office of civil rights to the office of equity and social justice, which

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67 administratively changed the office of civil rights to a civil rights program.

68 8. In 2018, the executive approached some members of the council to
69 consider replacing the civil rights commission with an equity, civil rights
70 and social justice commission. In response, King County councilmembers
71 Larry Gossett and Rod Dembowski engaged with Seattle University's Fred
72 T. Korematsu Center for Law and Equality ("the Korematsu Center") to
73 assist in conducting research on leading practices on civil rights
74 commissions in local jurisdictions across the United States.

75 9. On August, 21, 2019, the executive transmitted Proposed Ordinance
76 2019-0330 to replace the civil rights commission with a newly established
77 equity, civil rights and social justice commission. The new commission
78 would maintain the work of the civil rights commission but also
79 incorporate work related to advancing the county's equity and social
80 justice policies and practices. However, final action was never taken by
81 the council and the proposed ordinance lapsed on February 4, 2020.

82 10. At the September 24, 2019, law and justice committee meeting, the
83 Korematsu Center provided a briefing, Briefing 2019-B0149, on its final
84 report, which included research findings and the following eleven
85 recommendations:

86 a. grant greater authority to the civil rights commission to implement the
87 county's civil rights laws;

88 b. include language in the enabling law of the commission that explicitly
89 establishes the independence and objectivity of the work of the

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- 90 commission and its staff;
- 91 c. establish the commission's permanence through a new provision in the
- 92 county charter;
- 93 d. to ensure independence and representation, create a balanced process
- 94 for appointment of commissioners that takes into account the
- 95 representation and input of protected classes;
- 96 e. to ensure independence, create a new position of executive director of
- 97 the commission who would be responsible for the day-to-day operations of
- 98 the commission and for the appointment and supervision of staff;
- 99 f. reestablish an independent staff, led by the executive director and
- 100 separate from other offices in the executive branch, supported by
- 101 sufficient funding and resources to accomplish the goals and workload
- 102 contemplated by the ordinances;
- 103 g. consider whether renaming the commission to incorporate both civil
- 104 rights and human rights into the name will enhance community
- 105 engagement and inclusion in the work of the commission by indicating the
- 106 county's commitment to protecting the rights of all residents;
- 107 h. engage in a robust engagement process to determine the need for new
- 108 policies to address inequity proactively and propose related legislation;
- 109 i. consider expanding protections to additional classes of people to
- 110 ensure equal treatment for broader segments of the population;
- 111 j. update affirmative action policy based on the scope of the new state
- 112 law; and

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113 k. explore interlocal agreements with municipalities located within the
114 county that do not have the resources to enact or enforce their own civil
115 rights laws.

116 11. On October 19, 2021, the council passed Motion 15954,
117 acknowledging receipt of the Disability Equity Action Plan as required by
118 the 2021-2022 Biennial Budget Ordinance, Ordinance 19210, Section 19,
119 Proviso P1. The plan provided seven recommendations such as funding
120 additional resources to enhance the county's American Disabilities Act
121 compliance efforts, reactivating the county's existing 504/ADA advisory
122 committee, continuing to utilize a disability equity consultant for review
123 of policies and practices, and establishing an interbranch workgroup and
124 affinity group for county employees with disabilities.

125 12. On July 11, 2023, the council passed Motion 16389 to approve the
126 Gender Identity and Sexual Orientation Inclusion Task Force Strategy
127 Report and Recommendations. The report recommended a countywide
128 gender identity and sexual orientation inclusion strategy to better support
129 the LGBTQIA+ community in King County.

130 13. The Universal Declaration of Human Rights ("the UDHR") was
131 proclaimed by the United Nations General Assembly in December 1948,
132 by General Assembly Resolution 217 A. The UDHR includes thirty
133 articles that proclaims fundamental human rights to be universally
134 protected for all peoples and all nations.

135 14. Historically, bodies established to address racial conflict, inequality,

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136 and discrimination in local governments across the United States often
137 included "human relations" in their names. That label was so widely
138 accepted that in the late 1990s, the United States Department of Justice,
139 Community Relations Service issued Guidelines for Effective Human
140 Relations Commissions. More recently, however, most jurisdictions have
141 moved away from the language of "human relations," and have moved
142 toward incorporating either a human rights or a civil rights emphasis, or
143 both, into the name of commissions focused on antidiscrimination and
144 equality. Some local governments have also made an explicit
145 commitment to refer to the UDHR to inform their work. The field of
146 human rights is broader, but encompasses civil rights, and including a
147 commitment to human rights would expand advancing the rights of its
148 residents. Including "human rights" acknowledges the changing nature of
149 the county's community, and its local government's commitment to
150 including and promoting the rights of all, as stated in the UDHR, and
151 serve to communicate to the community the broad vision King County
152 would take in protecting the rights of its residents.

153 15. In December 2019, Ordinance 19047 established an independent King
154 County human and civil rights commission based on the recommendations
155 from the Korematsu Center. The ordinance would take effect on April 1,
156 2021, only if by that date the council passed a motion approving a
157 feasibility study on the establishment of the human and civil rights
158 commission as adopted by the council. On March 9, 2021, the executive

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159 transmitted the feasibility study and Proposed Motion 2021-0089 to
160 approve the feasibility study. However, the council did not take final
161 action on the proposed motion and as a result Ordinance 19047 did not
162 take effect.

163 16. Along with the 2023-2024 Proposed Biennial Budget, the executive
164 transmitted Proposed Ordinance 2022-0394 to incorporate the civil rights
165 program under the department of human resources. The executive stated
166 that the civil rights program's enforcement and investigative
167 responsibilities of the county's antidiscrimination ordinances would be
168 more suitable for the department of human resources. However, the
169 council amended the proposed ordinance to maintain the civil rights
170 program as a responsibility of the newly renamed office of equity and
171 racial and social justice. The amended proposed ordinance was enacted in
172 November 2022 as Ordinance 19541. The appropriations included in the
173 2023-2024 Biennial Budget Ordinance, Ordinance 19546, is consistent
174 with the organization of the civil rights program as set forth by Ordinance
175 19541.

176 17. K.C.C. 2.28.006 authorizes the council by ordinance to provide per
177 diem compensation for members of specific boards and commissions.

178 **BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:**

179 SECTION 1. Sections 2 through 7 of this ordinance should constitute a new
180 chapter in K.C.C. Title 2.

181 NEW SECTION. SECTION 2. The definitions in this section apply throughout

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182 this chapter unless the context clearly requires otherwise.

183 A. "Antidiscrimination ordinances" means K.C.C. chapters 2.15, 3.12D, 12.16,
184 12.17, 12.18, 12.20, and 12.22 and K.C.C. 6.27A.120 and 7.08.080.

185 B. "Commission" means the King County human and civil rights commission.

186 C. "Protected class" means sex, race, color, national origin, religious affiliation,
187 disability or use of a service or assistive animal by an individual with a disability, sexual
188 orientation, gender identity or expression, age except by minimum age or retirement
189 provisions, status as a family caregiver, military status, or status as a veteran who was
190 honorably discharged or who was discharged solely as a result of the person's sexual
191 orientation or gender identity or expression.

192 NEW SECTION. SECTION 3.

193 A. The King County human and civil rights commission is hereby established.

194 B. The organization and administration of the commission shall be sufficiently
195 independent to ensure that no interference or influence external to the commission
196 adversely affects the independence and objectivity of the commission.

197 C. The commission is established to advance the human rights, including civil
198 rights, of all county residents by representing the residents' interests and to ensure the
199 principles of the United Nations Universal Declaration of Human Rights are applied in all
200 the county does in order to achieve equity and protect county residents from
201 discrimination.

202 NEW SECTION. SECTION 4. The commission shall have the following duties:

203 A. Advise the executive, the council, and the public to implement and carry out
204 the purposes and provisions of this chapter, which may include, but are not limited to, the

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205 following:

206 1. Human and civil rights protections that strengthen county antidiscrimination

207 ordinances and support the county's equity, racial, and social justice goals;

208 2. Human and civil rights protections to address issues of concern for county

209 residents;

210 3. Policies to proactively prevent discrimination and address inequalities at the

211 front end with an explicit focus on racial justice and equitable outcomes that would

212 benefit communities who have historically lacked power in the community;

213 4. Policies related to affirmative action and updates to the county's list of

214 protected classes based on robust engagement with community members, in particular

215 those individuals with a vested interest in policies related to affirmative action and

216 protected classes;

217 5. Policies, practices, and procedures to assist county decision makers in

218 fulfilling the county's commitment to address the root causes of inequities and distribute

219 resources equitably;

220 6. Equitable allocation of county resources, with investments that are consistent

221 with human and civil rights values, focused on people and places with the greatest needs;

222 7. The county's equal employment opportunity affirmative action plan; and

223 8. The county's equity and social justice strategic plan and related county

224 policies and practices;

225 B. Conduct and prioritize a robust and ongoing engagement process with

226 community members and county entities to consider their input in implementing and

227 carrying out the purposes and provisions of this chapter. Engagement shall be prioritized

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228 for historically disadvantaged communities who have historically lacked power to
229 influence policies for the community. County entities should include, but not be limited
230 to, the office of law enforcement oversight, the community advisory committee for law
231 enforcement oversight, the immigrant and refugee commission, the women's advisory
232 board, 504/ADA advisory committee, the veterans, seniors and human services levy
233 advisory board, the office of equity and racial and social justice, the legislative branch's
234 director of equity and social justice, the county auditor, the hearing examiner, the office
235 of public complaints, and the various King County unincorporated area councils;

236 C.1. Conduct research, public forums, and educational programs on social
237 stresses that impact the cohesion between groups in the county to support building of
238 alliances;

239 2. Conduct community outreach to ascertain the status and treatment of county
240 residents based on their protected class;

241 3. Evaluate means of alleviating discrimination and bias and of improving
242 human relations within the county; and

243 4. Issue such publications as may assist in enhancing the human and civil rights
244 of all county residents;

245 D. Monitor and review the procedures and processes of antidiscrimination
246 ordinances and affirmative action policies to determine compliance and effectiveness.

247 The monitoring and reviewing may include, but not be limited to, reviewing any
248 complaints filed under the antidiscrimination ordinances with a finding of no reasonable
249 cause and request for reconsideration by the complainant was denied. In conducting its
250 review, the commission may hold informal fact finding sessions with respect to processes

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251 and procedures and any findings may result in recommendations to the executive;

252 E. Evaluate existing county policies and new ordinances for disproportionate
253 impacts on historically disadvantaged communities who have historically lacked power to
254 influence policies for the community;

255 F. Lead county efforts in raising community awareness, conducting education,
256 assistance and information programs on human and civil rights issues and on the purpose
257 and work of the commission; and

258 G. Beginning in 2026, provide an annual report to the executive and council that
259 shall include, but not be limited to, a quantitative and qualitative summary of completed
260 and ongoing commission activities as required in this chapter, progress on the work
261 program outlined in the prior calendar year annual report, and a work program for the
262 following calendar year. On behalf of the commission, the executive shall electronically
263 file the report by April 15 of each year with the clerk of the council, who shall retain an
264 electronic copy and provide an electronic copy to all councilmembers, the council chief
265 of staff, and the lead staff for the law and justice committee or its successor. The report
266 shall be publicized widely, in particular to those historically disadvantaged communities
267 who have historically lacked power to influence policies for the community. Publicity
268 methods shall include, but not be limited to, the official county newspaper, newspapers of
269 general circulation within each council district, King County civic television, television
270 news outlets, social media platforms, non-English language newspapers and periodicals
271 distributed in the county, and the county's website. The commission should provide
272 annual briefings to media and elected officials representing cities, the county, and the
273 state to ensure that the commission's lessons learned and achievements are shared with

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274 the public and policy makers.

275 NEW SECTION. SECTION 5.

276 A. The commission shall be composed of eleven members, in accordance with
277 the following:

278 1. Membership shall reflect representation from a broad range of protected
279 classes to reflect the diversity of the county's communities, with an emphasis on those
280 most disproportionately impacted by inequities and discrimination;

281 2. All members shall demonstrate active and engaged civic participation in
282 human and civil rights and be well-versed on the issues affecting the county's
283 communities;

284 3. Membership shall represent a diverse range of age groups;

285 4. At least one member shall have experience with investigations and
286 enforcement of either human rights, civil rights, or both;

287 5. At least one member shall be a member of the King County 504/ADA
288 advisory committee or who is part of the disability community and have experience with
289 the federal Americans with Disabilities Act of 1990, Section 504 of the federal
290 Rehabilitation Act of 1973 or other laws, regulations, and rules related to individuals with
291 disabilities;

292 6. At least one member shall be a member of the King County immigrant and
293 refugee commission or who demonstrates active and engaged civic participation in one or
294 more immigrant and refugee communities and is well versed on the issues affecting those
295 communities;

296 7. At least one member shall have familiarity with King County government,

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297 systems, or agencies;

298 8. All members shall be residents of King County; and

299 9. All members shall not hold or campaign for elective office.

300 B. For the initial selection of members and for vacancies of members thereafter,
301 the executive and council shall jointly announce a call for applications to seek candidates
302 for appointment. The executive and council shall work collaboratively to ensure that the
303 announcement is publicized widely, in particular to those historically disadvantaged
304 communities who have historically lacked power to influence policies for the community.
305 Publicity methods shall include, but not be limited to, the official county newspaper,
306 newspapers of general circulation within each council district, King County civic
307 television, television news outlets, social media platforms, non-English language
308 newspapers and periodicals distributed in the county, community-based organizations,
309 community leaders with expertise and focus on human and civil rights, and the county's
310 website.

311 C.1. For initial appointments of regular members to the commission, a
312 recommending committee, comprised of two council representatives appointed by the
313 council chair and two representatives selected by the executive, shall review the
314 applications submitted in response to the call for applications set forth in subsection B. of
315 this section. The committee shall prepare a list of applicants recommended as candidates
316 for the executive's consideration. In making its recommendations, the committee shall
317 ensure that the candidates recommended for appointment meet the requirements as
318 outlined in this section.

319 2. For vacancies of members of the commission, a recommending committee,

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320 comprised of two council representatives appointed by the council chair, two
321 representatives selected by the executive and up to three former members of the human
322 and civil rights commission recommended by the chair of the commission, shall review
323 the applications submitted in response to the call for applications set forth in subsection
324 C. of this section. The committee shall prepare a list of applicants recommended as
325 candidates for the executive's consideration. In making its recommendations, the
326 committee shall ensure that the candidates recommended for appointment meet the
327 requirements as outlined in this section.

328 D. Ten members of the commission shall be appointed by the executive and
329 confirmed by the council. The eleventh member shall be appointed by the other ten
330 regular members and confirmed by the council by motion. The executive shall transmit
331 the motion to approve the eleventh member. The commission shall ensure that the
332 eleventh member meets the requirements as outlined in this section.

333 E. For the initial commission formation, five regular commission positions shall
334 have initial terms of three years, three positions shall have initial terms of two years and
335 the remainder of the positions shall have initial terms of one year. The commission shall
336 determine by randomized methods the initial term for each commission position.

337 F. At the conclusion of the initial term of each appointment for members, all
338 subsequent terms of each position shall be for three years. A commission member whose
339 term has expired may continue to serve into the following term until a successor has been
340 appointed to complete the term. A member shall not serve more than two consecutive
341 terms. A vacancy for an unexpired term of a member shall be filled by the appointment
342 process provided for in this section.

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343 G. At its first meeting after January 1 of each year, the commission shall elect
344 from its membership a chair and a vice-chair. The chair shall preside at all meetings of
345 the commission. In the absence of the chair, the vice-chair shall preside.

346 H. Members of the commission may remove a member for cause with six
347 members voting in favor of the removal, subject to approval by the council by motion.

348 NEW SECTION. SECTION 6.

349 A. Commission members who are neither employees of the county nor
350 employees of other municipal governments shall receive per diem compensation of
351 seventy-five dollars for attendance at one commission meeting per month. If there is a
352 direct conflict between the per diem compensation in K.C.C. 2.28.006 and the per diem
353 compensation found in subsection A. of this section, then K.C.C. 2.28.006 shall control.
354 The purpose of the compensation is to alleviate financial burden as a barrier to serving as
355 a commission member and ensure representation from communities that are most
356 impacted by inequities and discrimination. The per diem compensation shall be in
357 addition to the reimbursements as authorized in subsection B. of this section. The per
358 diem amount shall be automatically adjusted annually, beginning January 1, 2024, and
359 every year thereafter, at the rate equivalent to the twelve-month change in the U.S.
360 Department of Labor, Bureau of Labor Statistics Consumer Price Index for All Urban
361 Consumers for the Seattle-Tacoma-Bremerton Statistical Metropolitan Area, which is
362 known as "the CPI-U." However, if the twelve-month change in the CPI-U is negative,
363 there shall not be an adjustment.

364 B. The executive shall reimburse commission members for actual mileage at the
365 standard county reimbursement rate for travel within the county to and from scheduled

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366 commission meetings, workgroup meetings, and community meetings, and for parking at
367 meetings outside the county facilities. Commission members attending meetings or
368 conducting business related to the commission at county facilities shall have parking in
369 the county automotive parking facilities paid by the executive.

370 NEW SECTION. SECTION 7.

371 A. The executive shall designate employees to support the duties of the
372 commission as required by this chapter.

373 B. All boards, commissions and committees, departments, or agencies and the
374 officers, employees, and agents of those boards and commissions, departments, and
375 agencies shall cooperate fully and in good faith with the commission to support the duties
376 of the commission under this chapter.

377 SECTION 8. Ordinance 15548, Section 1, as amended, and K.C.C. 2.28.0015 are
378 hereby amended to read as follows:

379 A. Each councilmember must provide the executive with a nomination to represent
380 the councilmember's council district. If the executive does not appoint the person
381 nominated by the councilmember, the executive shall request that the councilmember
382 nominate another person.

383 B. At-large positions designated for the council shall be appointed by the executive
384 after receiving nominations from the council. When notified of a vacancy in one of these
385 four at-large positions, the council chair shall inform the council at an open public meeting
386 of the vacancy and seek nominations from councilmembers. At a subsequent council
387 meeting, the chair shall inform the council of the names of all nominees received from
388 councilmembers and that all nominations have been forwarded to the executive. If the

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389 executive does not appoint a person who has been nominated by the council, the executive
390 must request that the council nominate other candidates for appointment.

391 C. When appointing and confirming members to boards, commissions, and
392 committees it shall be the goal to have geographical diversity and balance. The women's
393 advisory board created under K.C.C. 2.30.010, the conservation futures advisory committee
394 established under K.C.C. 2.36.070, the Harborview Medical Center board of trustees
395 established under K.C.C. 2.42.030, and the human and civil rights commission (~~created~~)
396 established under (~~K.C.C. 3.10.010~~) section 3 of this ordinance, should not have more
397 than two members from a single council district. This subsection does not apply to a board,
398 commission or committee until the board, commission or committee attains the council
399 district and at-large membership as specified in Ordinance 15548, Section 7.

400 SECTION 9. Ordinance 12058, Section 9, and K.C.C. 2.55.010 are hereby
401 amended to read as follows:

402 A. (~~Creation.~~) There is hereby created a King County Section 504 of the
403 Rehabilitation Act of 1973/Americans with Disabilities Act of 1990 (~~hereinafter referred~~
404 ~~to as the ADA-A~~)advisory (~~(C)~~)committee, (~~hereinafter referred to as~~), referred to in
405 this section as the 504/ADA committee.

406 B. (~~Composition.~~) The 504/ADA committee shall be composed of not less than
407 three individuals, subject to confirmation by the county council, including the chair of the
408 committee. The executive shall appoint the chair (~~who will also serve on the civil rights~~
409 ~~commission to ensure coordination of efforts~~) of the committee.

410 C. (~~Purpose.~~) The 504/ADA committee shall serve in an advisory capacity to
411 the executive in developing strategies, systems, and guidelines in implementing the

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412 504/ADA Compliance Workplan. The functions of the 504/ADA committee shall
413 include, but not be limited to, the following:

414 1. Review the 504/ADA ~~((e))~~Compliance ~~((w))~~Workplan and make
415 recommendations towards improving its effectiveness;

416 2. Review and monitor the progress of the 504/ADA ~~((e))~~Compliance
417 ~~((w))~~Workplan; and

418 3. Review and monitor the ~~((affirmative action))~~ progress of affirmative action
419 made in the employment of ~~((persons))~~ individuals with disabilities in the county's
420 workforce.

421 D. ~~((Staffing-))~~ Appropriate staff to the 504/ADA committee shall be provided
422 by the executive, including the Section 504 of the Rehabilitation Act of 1973/~~((ADA))~~
423 Americans with Disabilities Act of 1990 compliance specialist in ~~((such department of~~
424 ~~information and administrative services))~~ the office of equity and racial and social justice.

425 ~~((E. Designation of Americans with Disabilities Act coordinator.))~~ The Section
426 504 of the Rehabilitation Act of 1973/~~((ADA))~~ Americans with Disabilities Act of 1990
427 compliance specialist ~~((in the department of information and administrative services))~~ is
428 the designated county employee to coordinate the county's effort to comply with and
429 carry out its responsibilities under Section 504 of the Rehabilitation Act of 1973 and the
430 ~~((ADA))~~ Americans with Disabilities Act of 1990 and its implementing regulations.

431 SECTION 10. The following are hereby repealed:

432 A. Ordinance 2647, Section 3, as amended, and K.C.C. 3.10.010;

433 B. Ordinance 2647, Section 4, as amended, and K.C.C. 3.10.020;

434 C. Ordinance 2647, Section 5, as amended, and K.C.C. 3.10.030;

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435 D. Ordinance 12058, Section 4, and K.C.C. 3.10.040;

436 E. Ordinance 2647, Section 7, as amended, and K.C.C. 3.10.050;

437 F. Ordinance 2647, Section 8, as amended, and K.C.C. 3.10.060; and

438 G. Ordinance 6891, Section 4, as amended, and K.C.C. 3.10.070.

439 SECTION 11.

440 A. The commission shall provide a report recommending changes to the powers
441 and duties of the human and civil rights commission. The report shall include, but not be
442 limited to, the following:

443 1. Analysis of the county's civil rights program, including, but not limited to,
444 activities related to assisting departments in complying with the federal Americans with
445 Disabilities Act of 1990, the federal Rehabilitation Act of 1973, Section 504, and other
446 legislation and rules regarding access to county programs, facilities, and services for
447 people with disabilities, to identify strengths, weaknesses, and opportunities;

448 2. Recommendations on the placement of the county's civil rights program
449 within the organizational structure of the executive branch and any changes to the duties
450 of the civil rights program based on the analysis as required by subsection A.1. of this
451 section, including duties related to assisting departments in complying with the federal
452 Americans with Disabilities Act of 1990, the federal Rehabilitation Act of 1973, Section
453 504, and other legislation and rules regarding access to county programs, facilities and
454 services for people with disabilities;

455 3. Recommendations on ensuring the independence and objectivity of the work
456 of the commission and its staff, which shall include, but not limited to, the following:

457 a. creating a new position of executive director of the commission who would

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458 be responsible for the day-to-day operations of the commission and for the appointment
459 and supervision of staff; and

460 b. establishing an independent staff, led by the executive director and separate
461 from other offices in the executive branch, supported by sufficient moneys and resources
462 to accomplish the goals and workload as required of the commission;

463 4. Recommendations on amending the county's list of protected classes in both
464 the King County Charter and the King County Code to expand protections to additional
465 classes of people to ensure equal treatment for broader segments of the population; and

466 5. Recommendations on establishing interlocal agreements with municipalities
467 located within the county that do not have the resources to enact or enforce their own
468 civil rights laws.

469 B. The report shall consider, but not be limited to, recommendations from the
470 following:

471 1. Seattle University's Fred T. Korematsu Center for Law and Equality's report
472 entitled Research and Recommendations Regarding the King County Civil Rights
473 Commission, Briefing 2019-B0149;

474 2. The Disability Equity Action Plan, Attachment A to Motion 15954; and

475 3. The Gender Identity and Sexual Orientation Inclusion Task Force Strategy
476 Report and Recommendations, Attachment A to Motion 16389.

477 C. The executive shall draft legislation based on the recommendations in the
478 report as described in this section.

479 D. On behalf of the commission, the executive shall electronically file the report
480 and draft legislation within one year of the first meeting of the commission, with the clerk

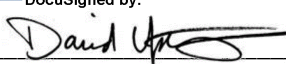
Ordinance 19770

481 of the council, who shall retain electronic copies and provide electronic copies to all
482 councilmembers, the council chief of staff, and the lead staff for the law and justice
483 committee or its successor.

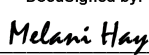
Ordinance 19770 was introduced on 11/7/2023 and passed by the Metropolitan King County Council on 6/4/2024, by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Upthegrove, von Reichbauer and Zahilay

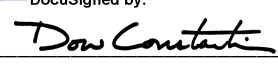
KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

DocuSigned by:

E76CE01F07B14EF...
Dave Upthegrove, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...
Melani Hay, Clerk of the Council

APPROVED this _____ day of 6/12/2024, _____.

DocuSigned by:

4FBCAB8196AE4C6...
Dow Constantine, County Executive

Attachments: None

Certificate Of Completion

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Source Envelope:	
Document Pages: 22	Signatures: 3
Certificate Pages: 5	Initials: 0
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Envelope Stamping: Enabled	Cherie Camp
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	401 5TH AVE
	SEATTLE, WA 98104
	Cherie.Camp@kingcounty.gov
	IP Address: 198.49.222.20

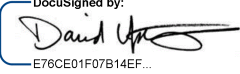
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Signer Events

Dave Upthegrove
 dave.upthegrove@kingcounty.gov
 Chair
 Security Level: Email, Account Authentication (None)

Signature

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Melani Hay
 melani.hay@kingcounty.gov
 Clerk of the Council
 King County Council
 Security Level: Email, Account Authentication (None)

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Electronic Record and Signature Disclosure:

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Dow Constantine
 Dow.Constantine@kingcounty.gov
 King County Executive
 Security Level: Email, Account Authentication (None)

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Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp

Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Ames Kessler
akessler@kingcounty.gov
Executive Legislative Coordinator & Public Records
Officer
King County
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Electronic Record and Signature Disclosure:
Not Offered via DocuSign

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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Completed	Security Checked	6/12/2024 4:37:48 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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