



KING COUNTY
Signature Report

ATTACHMENT 6
1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Ordinance

Proposed No. 2019-0330.1

Sponsors Kohl-Welles

1 AN ORDINANCE creating an equity, civil rights and
2 social justice commission; establishing its purpose,
3 responsibilities and composition; adding a new chapter to
4 K.C.C. Title 3 and repealing Ordinance 2647, Section 3, as
5 amended, and K.C.C. 3.10.010, Ordinance 2647, Section 4,
6 as amended, and K.C.C. 3.10.020, Ordinance 2647, Section
7 5, as amended, and K.C.C. 3.10.030, Ordinance 12058,
8 Section 4, and K.C.C. 3.10.040, Ordinance 2647, Section 7,
9 as amended, and K.C.C. 3.10.050, Ordinance 2647, Section
10 8, as amended, and K.C.C. 3.10.060 and Ordinance 6891,
11 Section 4, as amended, and K.C.C. 3.10.070.

12 **PREAMBLE:**

13 In 2008, the King County executive launched the King County Equity and
14 Social Justice Initiative. The executive and departments made
15 commitments to advance equity in policies and decision-making,
16 organizational practices and engagement with communities.

17 On October 20, 2010, Ordinance 16948, also referred to as the Equity and
18 Social Justice Ordinance, was enacted, moving equity and social justice
19 from an initiative to an integrated effort that intentionally applies the

20 countywide strategic plan's principle of "fair and just" in all the county
21 does in order to achieve equitable opportunities for people and
22 communities.

23 Established on January 1, 2015, the office of equity and social justice
24 works hand-in-hand with the equity and social justice interbranch team,
25 operations cabinet and cabinet to support the work of all county
26 employees and agencies. The office also serves as the coordinator of key
27 county efforts to advance equity and social justice in the organization and
28 community. Although there is now an office of equity and social justice,
29 every county agency and employee is still ultimately responsible for
30 advancing and being accountable for equity and social justice activities
31 and deliverables.

32 The 2016-2022 Equity and Social Justice Strategic Plan is a blueprint for
33 change, mutually created by county employees and community partners.

34 The plan defines bodies of work at the department, agency and
35 countywide levels. Strategies and actions include integrating equity into
36 policy work through a pro-equity policy agenda and into county practices
37 and systems through six goal areas.

38 The current commitment to equity and social justice moves the county
39 beyond practices that have historically been designed to react to problems
40 and crises in communities after they arise. The county's primary equity
41 and social justice strategies are to invest upstream and where needs are
42 greatest, in community partnerships, and in employees, with transparent

43 and accountable leadership.

44 Community participation and accountability are central to the success of
45 King County's equity and social justice work. Oversight and partnership
46 with community to ensure equitable outcomes are key in existing bodies
47 of work plus in emerging issues.

48 King County's civil rights commission was established in 1976 to serve in
49 an advisory capacity to the county executive and the council on matters
50 concerning affirmative action, disability access, equal employment
51 opportunity, contract compliance, fair housing, minority/woman business
52 and public accommodations to ensure the consistent application of all
53 county ordinances, rules and regulations concerning those programs.

54 The office of civil rights investigates and resolves discrimination
55 complaints under King County antidiscrimination ordinances as codified
56 in K.C.C. chapters 12.17, 12.18, 12.20 and 12.22.

57 In January 2017, funding for the office of civil rights was integrated into
58 the office of equity and social justice, providing new opportunities to
59 infuse equity and social justice recommendations post investigations and
60 support policies and practices that prevent discrimination. Joining equity,
61 civil rights and social justice improves the county's service to and work
62 with low-income communities, communities of color and immigrants and
63 refugees.

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

65 **SECTION 1.** The following are each hereby repealed:

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

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

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

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

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

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

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

73 SECTION 2. Sections 3 through 9 of this ordinance should constitute a new
74 chapter in K.C.C. Title 3.

75 NEW SECTION. SECTION 3. The King County equity, civil rights and social
76 justice commission is hereby established.

77 NEW SECTION. SECTION 4.

78 A. The commission shall:

79 1. Provide ongoing analysis of the county's policies, practices and procedures to
80 assist county decision-makers in fulfilling the county's commitment to address the root
81 causes of inequities and distribute resources equitably;

82 2. Exercising an explicit focus on racial justice and equity in outcomes for
83 communities of color and low-income communities;

84 3. Provide analysis of enterprise level work, including policy agendas and
85 countywide practices that currently hinder equitable outcomes;

86 4. Recommend to the executive and council policies and legislation including,
87 but not limited to, either additional civil rights protections or special initiatives, or both,
88 that strengthen county antidiscrimination ordinances, as codified in K.C.C. chapters

89 12.17, 12.18, 12.20 and 12.22, and support the county's equity and social justice goals;

90 5. Provide testimony supporting or opposing local legislation proposed by the
91 executive or council that may support or hinder the work of the commission;

92 6. Encourage progress on equitable outcomes in county policies, programs and
93 other initiatives, that might disproportionately impact either communities of color and/or
94 low income communities, or both;

95 7. Support the executive and county council to ensure equitable allocation of
96 the county's resources, with investments that are consistent with equity and social justice
97 values, focused on people and places with the greatest needs;

98 8. Advise the executive, the council and the public on the progress of equity and
99 social justice plans and policies, such as those in county equity and social justice strategic
100 plans and the commission's on plans; and

101 9. Develop additional goals, objectives, and work plans within the scope of the
102 duties outlined in subsection A.1. through 8. of this section.

103 B. In line with the integration of the office of civil rights into the office of equity
104 and social justice, the commission shall advise on civil rights issues within the scope of
105 county antidiscrimination ordinances, as codified in K.C.C. chapters 12.17, 12.18, 12.20
106 and 12.22, as well as issues of concern to the community. The commission may consider
107 gaps in legal protections and develop recommendations, special initiatives and policies
108 for consideration by the executive and council that strengthen county antidiscrimination
109 protections and the county's equity and social justice agenda.

110 NEW SECTION. SECTION 5.

111 A. The commission shall be comprised of fifteen members, who shall facilitate

112 transparency and accountability and meet the county's commitment to invest in
113 partnerships that can steadily inform and influence the county's decision-making;

114 B. The commission members shall satisfy the following requirements:

115 1. Membership shall reflect a range of ethnicities, professional backgrounds,
116 socioeconomic status and places of origin, to reflect the racial and economic diversity of
117 the county's communities, with an emphasis on those most disproportionately impacted
118 by inequities;

119 2. All members shall demonstrate active and engaged civic participation in
120 equity and social justice areas, such as health, transportation, housing and civil rights, and
121 be well-versed on the issues affecting the county's communities;

122 3. Membership shall reflect gender diversity;

123 4. Membership shall represent a diverse range of age groups;

124 6. At least five members shall represent and be recommended by a community
125 organization that includes civil rights and equity and social justice in any one or more of
126 the organization's goals, mission or guiding principles. Of those members, at least three
127 shall represent and be recommended by a grass-roots community-based organization that
128 has an annual budget of less than two-hundred fifty thousand dollars, that supports the
129 needs of those disproportionately impacted by inequities and is composed predominantly
130 of members of those communities.

131 7. Two representatives shall be from community organizations, including at least
132 one whose main office is physically located inside of unincorporated King County;

133 8. At least one member shall have experience with investigations and
134 enforcement of civil rights areas within the purview of the office of equity and social

135 justice;

136 9. At least one member shall have familiarity with King County government,
137 systems and agencies;

138 10. At least eight members shall be from suburban cities and unincorporated
139 areas;

140 11. Some members should be from organizations representing communities
141 where the needs are greatest, such as the African American, Native American and Alaska
142 Native, Asian/Pacific Islander, Latinx, lesbian, gay, bisexual, transgender and queer and
143 disability communities;

144 12. All members must be residents of King County;

145 13. To ensure collaboration and coordination between the equity, civil rights
146 and social justice commission and the immigrant and refugee commission; one seat on
147 the commission shall be held by a member of the immigrant and refugee commission;
148 and

149 14. Representatives that includes all nine council districts.

150 NEW SECTION. SECTION 6. A. The commission shall elect a chair and a vice
151 chair annually, who shall each serve a one-year term.

152 B. The commission may adopt bylaws and other rules for its conduct.

153 C. The commission shall convene as necessary, but at least six times per year, to
154 perform the duties specified in this chapter.

155 D. The commission chair may consider and approve requests for absence from
156 meetings. The chair may remove any member who is absent without excuse from three
157 consecutive commission meetings.

158 E. The commission shall hold at least two community-based meetings each
159 calendar year. At least one of the community-based meeting shall be held in
160 unincorporated King County.

161 F. The commission shall hold at least one community briefing each year to solicit
162 input from King county residents on top priorities, and share progress towards goals.

163 NEW SECTION. SECTION 7. A. For initial appointments, the chair of the
164 council and the executive shall jointly announce a call for applications to seek candidates.
165 The chair of the council and the executive shall work collaboratively to ensure that the
166 announcement be publicized widely to the general community, with a special emphasis
167 on those most disproportionately impacted by inequities. Publicity methods shall
168 include, but shall not be limited to, the county's website, ethnic and non-English-language
169 media, community-based organizations and community leaders with expertise and focus
170 on communities most disproportionately impacted by inequities.

171 B. For initial and subsequent appointments, the executive's designee shall use
172 Candidates seeking initial and subsequent appointment must submit an application form
173 provided by the executive or designee, two letters of recommendation from community
174 members and one letter of recommendation from a community organization, coalition or
175 network serving the African American, Native American/Alaska Native, Asian/Pacific
176 Islander, Latinx, lesbian, gay, bisexual, transgender and queer or disability community, or
177 any combination thereof. Candidates shall also submit ten endorsement signatures from
178 King County residents who are members of a group listed in this subsection that is
179 identified as having the greatest need and that the candidates identify as being members
180 of.

181 C.1. A final list of candidates for recommended appointment shall be determined
182 by a review committee comprised of two council representatives appointed by the council
183 chair, two executive-appointed representatives and three members of the civil rights
184 commission recommended by the chair of the commission. For initial term
185 appointments, the final list of candidates for recommended appointment shall be
186 determined by a committee comprised of two council representatives appointed by the
187 council chair, two executive-appointed representatives and three members of the civil
188 rights commission who are not seeking appointment to the equity, civil rights and social
189 justice commission.

190 2. The review committee shall also ensure that the final list of candidates for
191 appointment meet the requirements as outlined in section 5 of this ordinance and seek
192 input from the public.

193 D. Members of the commission shall be appointed by the executive from the final
194 list of candidates for appointment and confirmed by the council.

195 E. The executive shall establish initial terms of appointment by lot, following
196 completion of the initial appointment and confirmation process. Five positions shall have
197 initial terms of three years, four positions shall have initial terms of two years and the
198 remainder of the positions shall have initial terms of one year.

199 F. At the conclusion of the initial term of each appointment, all subsequent terms
200 of each position shall be for three years. A commission member whose term has expired
201 may continue to serve into the following term until a successor has been appointed to
202 complete the term. A member shall not serve more than two consecutive terms. A
203 vacancy for an unexpired term shall be filled by the appointment process provided for in

204 this section.

205 NEW SECTION. SECTION 8. A. Beginning in 2020, the commission shall
206 issue and deliver an annual report to the executive and council that outlines its progress
207 towards goals during the prior calendar year as well as its anticipated work program for
208 the following calendar year. The report shall be filed in the form of a hard copy and an
209 electronic copy with the executive and the clerk of the council by April 15 of each year.

210 B. The annual report shall be available on the county website, distributed widely
211 to the communities most impacted by inequities, and shared with the media by the
212 executive's designee.

213 C. The commission shall provide annual briefings to media and elected officials
214 representing cities, the county and the state to ensure that the commission's lessons
215 learned, processes and progress towards goals are shared with the public and policy
216 makers.

217 NEW SECTION. SECTION 9. A. The executive shall appoint a designee to
218 staff the commission. The county shall reimburse commission members for mileage at
219 the standard county reimbursement rate for travel to and from scheduled commission
220 meetings, workgroup meetings and community meetings and for parking at meetings
221 outside of county facilities. Members attending meetings or conducting business related
222 to the commission at county facilities shall have parking in the county garage paid by the
223 executive.

224 B. In addition to expenses for mileage and parking, commission members may be
225 paid a stipend by the county in order to have representation from those who have had

226 least access to county decision making. The office of equity and social justice shall
227 determine the amount of the stipend and base the stipend on need.
228

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Rod Dembowski, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, _____.

Dow Constantine, County Executive

Attachments: None