

WASHINGTON ANTI-DISCRIMINATION & DISPARITIES ACT

Whereas, Initiative 1000 (I-1000) - Affirmative Action measure, was defeated by a slim majority of 49.44% to 50.56% as a veto referendum on November 5, 2019; and

Whereas, the I-1000 has been redrafted as an Initiative to the People and filed with the WA Secretary of State on April 27, 2020 as the Washington Anti-Discrimination and Disparities Act; and

Whereas, the WA Anti-Discrimination and Disparities Act finds that, while Washington state is one of the nation's most economically and ethnically diverse states, in which older citizens, women, the disabled, veterans & people of color have experienced harsh discrimination, thus creating disparities from the general population in education, employment, access to health care, and other social determinants of health; and

Whereas, the WA Anti-Discrimination and Disparities Act finds that the COVID-19 pandemic, combined with the global recession, has magnified the discriminatory educational, employment, economic & health disparities which have long plagued seniors, women, persons with disabilities, persons of color, military veterans and other vulnerable communities in WA State and thus is urgently needed to prohibit discrimination from increasing disparities during and after this public health emergency; and

Whereas, the WA Anti-Discrimination and Disparities Act prohibits age discrimination in public jobs, schools and contracting and thus enables workers to be judged by their abilities and not their age; and

Whereas, the WA Anti-Discrimination and Disparities Act prohibits gender discrimination and helps our state colleges and universities increase the number of women pursuing degrees in the lucrative fields of science, technology, engineering, art and math (STEAM); and

Whereas, the WA Anti-Discrimination and Disparities Act prohibits discrimination based on age, sex, color, ethnicity, national origin, race, sexual orientation, gender identity, citizenship or immigration status, or the presence of any sensory, mental, or physical disability in public education, employment, and contracting; and

Whereas, the WA Anti-Discrimination and Disparities Act strengthens veteran's benefits by expanding Affirmative Action in employment beyond the Vietnam-era and disabled veterans to include all Honorably Discharged Veterans; and

Whereas, WA Anti-Discrimination and Disparities Act expands small business opportunities and helps small businesses compete for \$3.5 billion in state contracting opportunities which state officials reported were unfairly denied to qualified small, women and minority businesses for the last 20 years, since Initiative 200 passed;

Therefore, be it Resolved that the 1st Legislative District Democrats endorses the Washington Anti-Discrimination & Disparities Act as "do sign and vote yes", to strengthen WA State's discrimination statutes to protect individuals in public education, employment, contracting, and health; and

Therefore, be it Further Resolved, that the 1st Legislative District Democrats urges the Washington State Democrats, and the King and Snohomish County Democratic Central Committees to support the signature gathering and passage of the Washington Anti-Discrimination & Disparities Act; and

Therefore, be it Finally Resolved, that copies of this resolution be sent to local news outlets and to the Washington Anti-Discrimination & Disparities Act campaign.

5-7-20 Proposed by Linda Tosti-Lane

5-10-20 Recommend DO PASS 1st Legislative District Issues Committee

5/18/20 Passed by the 1st LD Democrats

Note: The "Washington Anti-Discrimination & Disparities Act" Initiative is waiting for the Secretary of State to issue the number for the initiative so signature gathering can begin.