

**SUMMARY and FISCAL NOTE\***

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*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

**1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to human rights; including protections against discrimination based on citizenship and immigration status; adding a definition of race for certain purposes; and amending Sections 3.14.910, 3.14.931, 14.04.020, 14.04.030, 14.04.040, 14.04.050, 14.06.020, 14.06.030, 14.08.015, 14.08.020, 14.08.045, 14.08.070, 14.08.190, 14.10.010, and 14.10.020 of the Seattle Municipal Code.

**Summary and background of the Legislation:** This legislation will align the City’s discrimination protections with recent changes to the State’s “Washington Law Against Discrimination” (WLAD) to include discrimination based on citizenship and immigration status and to provide a definition of race that is “inclusive of traits historically associated or perceived to be associated with race. This includes, but is not limited to, hair texture and protective hairstyles such as afros, braids, locks, and twists.”

SOCR currently enforces Seattle's civil rights laws which include protections against discrimination in employment, public places, housing, and contracting. Seattle’s current protected classes include Age, Ancestry, Breastfeeding in a public place, Color, Creed, Disability, Gender identity, Marital status, National Origin, Parental status, Political ideology, Race, Religion, Sex, Sexual orientation, Use of a Section 8 voucher, Use of a service animal, and Military status or Veteran.

While SOCR applies a broad definition to national origin and racial discrimination which likely captures immigration status and citizenship, as well as those who have faced discrimination due to natural hairstyles, this legislation will help the City actualize and be explicit in its commitment to be inclusive and welcoming.

**2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?** \_\_\_ Yes \_\_\_ X No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation amend the Adopted Budget?** \_\_\_ Yes \_\_\_ X No

**Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**

Yes. There could be financial implications for the Seattle Office for Civil Rights (e.g., cost of conducting outreach and enforcement).

**Is there financial cost or other impacts of *not* implementing the legislation?**

There are no financial costs to the City of not implementing the legislation. However, not implementing might make it so individuals in Seattle facing certain forms of discrimination would need to seek out protection from the State rather than the City for those protected classes not currently covered.

**4. OTHER IMPLICATIONS**

- a. **Does this legislation affect any departments besides the originating department?**  
No.
- b. **Is a public hearing required for this legislation?**  
No.
- c. **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No.
- d. **Does this legislation affect a piece of property?**  
No.
- e. **Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**

Expanding the City’s protected classes to include immigration and citizenship status will help realize the City’s commitment to being a welcoming and equitable City for all its residents, visitors, and workers. These protections are now already afforded at the State level, by aligning the City’s protections with the State, we ensure our City has jurisdiction to investigate claims of investigation and broaden pathways to justice for those most vulnerable. Because Black women are disproportionately likely to be discriminated against for their hair, including hairstyles in the City’s definition of race helps protect illegal discrimination that is primarily faced by Black women. (Please see “The Crown Act” at <https://www.thecrownact.com>).

Implementing a language access plan for this legislation will include updating and providing information on Anti-Discrimination and civil rights in multiple languages on the website and

outreach materials, conducting trainings to immigration and refugee communities regarding these new protections, and building relationships with organizations that serve immigrant and refugee communities.

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

No.

**2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

No.

**g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**

N/A

**List attachments/exhibits below:**