

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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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, 3.110.260, 4.80.020, 6.02.270, 6.202.230, 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, 14.10.020, and 18.12.280 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.”

It makes these changes as well as adding existing protections to areas of the Seattle Municipal Code that reference these protected classes and makes technical changes to ensure consistency, update outdated terminology, and conform code provisions to current drafting conventions.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes 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?

If so, describe the nature of the impacts. This could include increased operating and maintenance costs, for example.

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?

If so, please list the affected department(s) and the nature of the impact (financial, operational, etc.).

No

b. Is a public hearing required for this legislation?

If yes, what public hearing(s) have been held to date, and/or what public hearing(s) are planned/required in the future?

No

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

For example, legislation related to sale of surplus property, condemnation, or certain capital projects with private partners may require publication of notice. If you aren't sure, please check with your lawyer. If publication of notice is required, describe any steps taken to comply with that requirement.

No

d. Does this legislation affect a piece of property?

If yes, and if a map or other visual representation of the property is not already included as an exhibit or attachment to the legislation itself, then you must include a map and/or other visual representation of the property and its location as an attachment to the fiscal note. Place a note on the map attached to the fiscal note that indicates the map is intended for illustrative or informational purposes only and is not intended to modify anything in the legislation.

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?

If yes, please explain how this legislation may impact vulnerable or historically disadvantaged communities. Using the racial equity toolkit is one way to help determine the legislation's impact on certain communities. If any aspect of the legislation involves communication or outreach to the public, please describe the plan for communicating with non-English speakers.

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?

Please provide a qualitative response, considering net impacts. Are there potential carbon emissions impacts of not implementing the proposed legislation. Discuss any potential intersections of carbon emissions impacts and race and social justice impacts, if not previously described in Section 4e.

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.

Describe the potential climate resiliency impacts of implementing or not implementing the proposed legislation. Discuss any potential intersections of climate resiliency and race and social justice impacts, if not previously described in Section 4e.

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).

This answer should highlight measurable outputs and outcomes.

N/A

List attachments/exhibits below: