

## SUMMARY and FISCAL NOTE\*

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
LEG	Venkataraman/4-5382	Rouse/3-9719

*\* 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 an individual’s caste; making technical amendments; and amending Sections 3.14.910, 3.14.931, 3.110.260, 4.80.020, 5.30.020, 6.02.270, 6.202.230, 14.04.020, 14.04.030, 14.04.040, 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, 14.11.020, and 18.12.280 of the Seattle Municipal Code.

**Summary and Background of the Legislation:**

This legislation would define “caste” and add it to the list of classes against which discrimination is not permitted in the City of Seattle. Caste is “a system of rigid social stratification characterized by hereditary status, endogamy, and social barriers sanctioned by custom, law, or religion.” Discrimination based on caste is occurring in Seattle, and this legislation would prohibit such caste-based discrimination against individuals.

### 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?**

Costs to the Office for Civil Rights for outreach, awareness, education, training, and enforcement are not reflected here. See Attachment A.

**Are there financial costs or other impacts of *not* implementing the legislation?**

No

### 4. OTHER IMPLICATIONS

**a. Does this legislation affect any departments besides the originating department?**

The Office for Civil Rights will enforce most of the provisions of this legislation and would need additional resources to do so effectively. See Attachment A for the Office for Civil Rights’ analysis of resource and staffing needs to effectively enforce this legislation.

**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?**

While caste is associated with the South Asian region, its existence can be found in diverse religious or ethnic groups in many regions, including diaspora communities like Seattle and the surrounding area. Lower caste individuals and communities can suffer discrimination based on their caste identity, and it is not clear that existing protections against discrimination based on characteristics like race, religion, national origin, or ancestry are sufficient. These communities have been historically marginalized in both countries abroad and in Seattle as a result of prejudice intact in local communities. This legislation will allow those subject to discrimination on the basis of caste a legal avenue to pursue a remedy against alleged discrimination.

**f. Climate Change Implications**

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

NA

**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.**

NA

**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)?**

NA

**Summary Attachments (if any):**

Attachment A: SOCR Resource Needs to Enforce Caste as a Protected Class