

11.00.020 DIVERSITY, EQUITY, AND INCLUSION

I. POLICY

- A. The Washington State Patrol is committed to being the best public safety agency in the United States and our core values state every employee is a critical member of our team committed to earning the trust and confidence of the public through:
 - 1. Strong Leadership
 - 2. Effective Partnerships
 - 3. Professional Excellence
 - 4. Acting with Integrity and Accountability
 - 5. Respecting and Protecting Individual Rights
 - 6. A Culture of Continuous Improvement
- B. This requires the agency to ensure that diversity, equity and inclusion are at the core of our agency's culture. We know it is imperative to be comprised of and to value diversity in order to provide equitable and inclusive law enforcement and customer services. We recognize that certain sections of the society have been historically marginalized due to various forms of oppression. We also understand that some parts of our society demonstrate systemic discrimination which is especially dangerous in a law enforcement agency.
- C. WSP interacts with people when they are in crisis, distress, or in vulnerable and/or agitated states. Understanding cultural differences assists our personnel in navigating these hyper-emotionalized situations with a greater degree of safety, positive impact, and humility. Being visible, knowledgeable and respectful in diverse communities in regular, non-crisis times adds to trust and develops generational relationships that can help all parties.
- D. Our agency is comprised of employees from all sections of the society and may have conscious and unconscious biases. Hence, we recognize that mistakes will be made, acknowledged and learned from. As an agency, we have continuously worked to dismantle the policies, procedures and systems that perpetuate inequity and will continue to do so by rooting out behavior, processes, and systems inconsistent with healthy and inclusive workforce culture.

II. EMPLOYEE RESPONSIBILITIES

- A. All employees are responsible for creating and maintaining a respectful, inclusive, and professional work environment.
- B. Employees are encouraged to continuously increase their understanding of diversity, equity, and inclusion (DEI).

III. SUPERVISOR RESPONSIBILITIES

- A. Supervisors and leaders, in conjunction with the Human Resource Division (HRD):
 - 1. Immediately address microbehaviors and inappropriate communications.

2. Encourage and promote diversity in all recruitment, hiring, promotion, and selection as allowed by law.
3. Ensure required qualifications listed are essential for the job. Consider relevant job experience in lieu of education requirements, if possible.
4. Minimize direct appointments, where possible, while ensuring competitive appointments are job relevant, fair, and non-biased.
5. Focus on retaining workforce diversity in race, ethnicity, color, sex, national origin, religion, sexual orientation, gender identity, gender expression, age, veteran status and disability status.
6. Ensure equal access to growth, mentoring, leadership development and training opportunities.

B. To ensure purposeful growth and regular accountability, HRD will report each quarter during the Strategic Advancement Forum to the Executive leadership team the agency's efforts to comply, achieve and exceed the goals in policy.

IV. COMMAND RESPONSIBILITIES

- A. Ensure continued focus on DEI and ensure that it is a core value in decisions.
- B. Continue to learn and involve more and different perspectives by attending at least one approved DEI training each year.
- C. Proactively work to restore relationships with marginalized, underserved and unserved communities across the state in partnership with advocacy groups.
- D. Ensure all hiring managers and individuals in leadership positions support and work to achieve the agency's goals and outcomes articulated in its Strategic Plan related to diversity, equity, inclusion, and employer of choice performance metrics.

Applies to: ALL WSP Employees