
Washington State Patrol Diversity, Equity, and Inclusion Council Charter

Vision

The Washington State Patrol (WSP) DEI Council strives to ensure that every employee feels a sense of belonging and that systems, practices and policies support an anti-racist, equitable and inclusive environment for its employees and the communities we serve.

Mission

The DEI council will seek opportunities to engage members of the WSP and community groups to enhance and build relationships; enhancing trust and cultivating a spirit of collaboration to provide the very best public safety services. We will further that goal by reviewing and recommending policies, procedures and systems that address inequities and reduce barriers for employees and our community while maintaining high standards for public safety.

Purpose

In 2020, State Human Resources (SHR) Directives 20-02 and 20-03 were issued to all executive branch agencies. SHR Directive 20-02 requires all impacted agencies to: a) update or create diversity, equity, and inclusion (DEI) plans and procedures, b) train recruitment staff on mitigating bias in the job application process, c) set workforce diversity goals, d) conduct regular reviews of agency diversity data by leadership, e) develop pathways and connections with higher education, and f) review the diversity of candidate pools for past job opportunities. SHR Directive 20-03 requires all impacted agencies to create policies for: a) diversity, equity, and inclusion, b) respectful work environment, c) anti-discrimination, harassment, and sexual harassment, and d) reasonable accommodation.

Washington State University's Division of Governmental Studies and Services completed a thorough study of WSP traffic contacts from January 1, 2015, through December 31, 2019, and found no evidence of systemic bias in our traffic operations.

The study found no evidence of systemic or explicit bias in stops, decisions to search, or citation and arrest decisions. Lingering statistical disproportionalities between some groups in specific situations and locales showed significant improvement from similar studies decades prior.

The study made clear that statistical disproportionality for or against any group is not a clear indication of bias as each individual encounter between individuals and police is based on many factors, including patrol patterns and emphasis, the demography of specific patrol areas, active alerts for described suspects or vehicles, time of day, location, traffic volume, individual officer

performance and individual motorist behavior. Each of these factors can have significant impact on search decisions and enforcement where the race or other descriptors of the motorist or the officer plays no part. We will consistently review agency metrics so that we may continue to improve our policies, practice and training when needed.

To that end, The Washington State Patrol has established a Diversity, Equity and Inclusion Council to continue its existing efforts to create equity and access in all areas of the agency and to address current and future DEI issues and topics.

Goals

One of the primary goals of our agency is “to make WSP a great place to work” and our core values include “respecting and protecting individual rights” and “a culture of continuous improvement”. To this end, the goal of this Council is to listen to diverse voices within our agency, make plans to assist our agency become more diverse and inclusive, to identify the barriers to equity and make suggestions to our leaders.

- The goal of the council is to enhance our work environment so that we can recruit and retain a workforce that reflects the diversity of our local communities.
- Continually assess the emerging problems that hinder our diversity journey.
- The Council will establish qualitative and quantitative objectives for DEI initiatives.
- Provide creative solutions, communicate internally and externally, and facilitate Business Resource groups (BRG) and Employee Resource Groups (ERG) that represent all employees of the Washington State Patrol.
- Make DEI a part of WSP training, and advocating for an inclusive workplace.
- Monitor and report DEI initiatives to the following:
 - DEI Council
 - SAF/Executive Leadership
 - PEAR Team
 - Office of Equity

Meeting Structure

The Washington State Patrol DEI Council will meet monthly for a period of no more than two hours. Meeting minutes will be taken and distributed to the DEI council e-mail list for review and feedback. Council meetings will be facilitated by the WSP DEI office and agendas will be sent before each meeting and set with input from the council.

Membership

Membership is open to any Washington State Patrol employee. However, our goal is to create an equitable cross-section of our agency to hear all voices and thoughts. The council will be sponsored by one assistant chief, who will work with the council to enact proposed changes to policies and procedures. Each year, members will be asked if they would like to remain on the council. The council will be voluntary in nature. The council will review membership each year and revise structures as necessary to ensure an effective collaborative process.

Use of Data

Access and limitations: The Council will have access to applicable data to its mission. Information that HR has on file can be used and must follow privacy laws. Information requested of HRD must be approved by HRD. Information through central Reporting, OFM and other state databases can be used to further WSP's PEAR Plan goals and is not private in nature.

Council Authority

The Washington State Patrol DEI Council will be advisory in nature. Recommendations from the council will be forwarded to the WSP Diversity, Equity and Inclusion Office and/or executive leadership to initiate recommendations. The council does not have the authority to change policy and will follow the WSP procedures to do so.