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Secretary of Transportation

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Date

Anti-Racism Policy and Diversity, Equity, and Inclusion Planning

I. Introduction

A. Purpose

This Secretary's Executive Order sets forth the Washington State Department of Transportation's (WSDOT's) anti-racism and diversity, equity, and inclusion planning policy.

B. Background and Commitment

As the steward of the statewide multimodal transportation system and in alignment with Governor Inslee's commitment to diversity, equity, and inclusion, WSDOT is deeply committed to actively combatting racism and strengthening its anti-racist, diversity, equity, and inclusion efforts to guarantee that our state's multimodal transportation system serves all Washingtonians. We renew our commitment to stand against bias and racism and to remain steadfast in supporting and following federal and state civil rights laws. Supported and empowered by leadership, WSDOT's employees are responsible for listening, learning, and leading change, in pursuit of the agency's goal of an inclusive workplace culture and a transportation system that is equitable for all users.

WSDOT is committed to identifying and dismantling racism in our agency's practices and policies. The agency will lead and support employees to increase understanding of their responsibility to play an active role in ending racism and inequality. We will continue to advance anti-racist practices and policies by extending equal opportunity, justice, equity, diversity, accessibility, and inclusion to individuals of every race, national origin, ancestry, indigenous heritage, age, religion, gender, disability, pregnancy status, marital or parental status, sexual orientation, gender identity or expression, arrest record status, military or veteran status, social or economic status, or any other protected class, consistent with applicable law. The bedrock of this agency policy is the dignity, respect, and appreciation shown to every employee and contractor from every background, and to every community throughout the state.

Historic protests against racism have taken place on roads, bridges, highways, and public transportation systems throughout the nation. Protests on transportation infrastructure are not without profound meaning. Decisions and projects have the potential to disproportionately and negatively affect neighborhoods and communities of color throughout the state. The legacy and consequences of past decisions persist in disparities and inequities today. As an agency, we acknowledge and learn from the past and commit to a better future by listening, learning, and taking action to combat racism.

WSDOT pledges to approach these efforts with humility and respect and to stay mindful of the importance of listening to, and learning from, those most affected by racism. We understand these actions depend on proactive collaboration between all WSDOT employees and relevant stakeholders, including governments, transportation partners, advisory groups, and the communities we serve. We pledge to continue our close collaboration with national, state, and regional organizations focused on these issues.

II. Secretary's Executive Order

WSDOT's efforts to advance anti-racism, diversity, equity, and inclusion will include, but are not limited to, the following:

- A. WSDOT reaffirms and strengthens its commitment to the implementation and enforcement of all Civil Rights laws that apply to the agency, including but not limited to:
- Equal Pay Act of 1963, as amended (Pub. L. 88-38; 29 U.S.C. Part 206(b))
 - Title VI and Title VII of the Civil Rights Act of 1964, as amended (42 U.S.C. Parts 2000d et seq. and 2000e et seq.)
 - Age Discrimination in Employment Act of 1967, as amended (29 U.S.C. Parts 621 et seq.)
 - Architectural Barriers Act of 1968, as amended (42 U.S.C. Parts 4151 et seq.)
 - National Environmental Policy Act of 1969, as amended (42 U.S.C. Parts 4321 et seq.)
 - Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended (42 U.S.C. Part 4601)
 - Education Amendments Act of 1972, Title IX, as amended (20 U.S.C. Parts 1681-1688)
 - Federal-Aid Highway Act of 1973, as amended (23 U.S.C. Parts 324 et seq.)
 - Sections 504 and 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. Parts 794 and 794d)
 - Age Discrimination Act of 1975, as amended (42 U.S.C. Parts 6101 et seq.)
 - Pregnancy Discrimination Act of 1978, as amended (Pub. L. 95-555; 42 U.S.C. Part 2000e(k))
 - Civil Rights Restoration Act of 1987, as amended (Pub. L. 100-259; 20 U.S.C. Part 1681-86)
 - Americans with Disabilities Act of 1990, Title II, as amended (42 U.S.C. Parts 12131-12134)
 - Civil Rights Act of 1991, as amended (Pub. L. 102-166; 42 U.S.C. Part 1981a)
 - Americans with Disabilities Act Amendments Act of 2008 (Pub. L. 110-325; 42 U.S.C. Part 12101 et seq.)
 - Family and Medical Leave Act of 1993, as amended (29 U.S.C. Parts 2601-2636)
 - RCW 49.60 *Discrimination—Human Rights Commission*

- B. In furtherance of our commitment to being an anti-racist organization, the Office of Equal Opportunity (OEO), in partnership with the Office of Human Resources and Safety, will create an agency-wide workgroup to develop a Diversity, Equity, and Inclusion (DEI) Plan for WSDOT to implement. This workgroup will outline the steps WSDOT will take to implement the DEI Plan. This DEI Plan implementation will become the responsibility for all relevant regions, divisions, programs, and staff. This DEI plan will be developed within one year from the date of signature of this executive order. A progress report will be provided to the Secretary of Transportation and Deputy Secretary of Transportation within six months of signature. All WSDOT regions, divisions, and programs will be afforded the opportunity to participate in the workgroup. The DEI Plan workgroup will collaborate with all WSDOT Diversity Advisory Groups to:
1. Update WSDOT's strategic plan to ensure diversity, equity, inclusion, and anti-racism are appropriately incorporated.
 2. Propose additional policies, procedures, and training, as well as agency, region, and program goals, metrics, and monitoring mechanisms.
- C. The OEO Director will regularly report to the Secretary of Transportation on implementing the DEI Plan, the steps the department is taking toward diversity and equity, and the agency's progress toward achieving a more anti-racist, respectful, and inclusive culture.
- D. The OEO Director will collaborate with other Washington state agencies and organizations, including but not limited to the following:
1. Governor's Office of Equity
 2. Washington State Commission on African American Affairs
 3. Washington State Commission on Asian Pacific American Affairs
 4. Washington State Commission on Hispanic Affairs
 5. Washington State Human Rights Commission
 6. Washington State Women's Commission
 7. Washington State LGBTQ Commission
 8. Governor's Office of Indian Affairs
 9. Governor's Committee on Disability Issues and Employment
 10. Washington State Environmental Justice Council
 11. Governor's Interagency Council on Health Disparities
 12. Washington State Office of Minority and Women's Business Enterprises
 13. Governor's Subcabinet on Business Diversity
 14. Washington State Diversity, Equity, and Inclusion Council
 15. Washington State Business Resource Groups
 16. Washington State Office of Financial Management (OFM)
 17. Washington State Department of Enterprise Services

III. Definitions

Anti-racism – Anti-racism is the commitment to remove and dismantle racism in all of our programs, services, activities, processes, procedures, and actions.

Racism¹ –

- 1) The belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another; and
- 2) Prejudice, discrimination, or antagonism directed against a person or people based on their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.

Definitions for other terms used throughout this executive order are available on OFM's [DEI committee documents](#) webpage.

IV. Contact for More Information

For questions or concerns about this Secretary's Executive Order, contact the Office of Equal Opportunity by phone at 360-705-7090, or visit the [Office of Equal Opportunity](#) webpage.

V. Review and Update Requirements

When changes are necessary to update this document, inform the Director of the Office of Equal Opportunity. The Director of the Office of Equal Opportunity reviews this document periodically and proposes updates for leadership review and approval by the Secretary of Transportation.

Americans with Disabilities Act (ADA) Information

This material can be made available in an alternate format by emailing the Office of Equal Opportunity at wslotada@wsdot.wa.gov or by calling toll free, 855-362-4ADA(4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.

¹ The definition of racism was taken from the Oxford Dictionary.