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HOUSE BILL 2052

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State of Washington                      52nd Legislature                      1991 Regular Session

By Representatives Anderson, Bowman and Wineberry.

Read first time February 20, 1991. Referred to Committee on State Government.

1            AN ACT Relating to cultural diversity in the state civil service  
2 work force; adding a new section to chapter 41.06 RCW; adding a new  
3 section to chapter 28B.16 RCW; providing an effective date; and  
4 declaring an emergency.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6            NEW SECTION.    **Sec. 1.** A new section is added to chapter 41.06 RCW  
7 to read as follows:

8            (1) The legislature recognizes that:

9            (a) The labor market and the state government work force are  
10 becoming increasingly diverse in terms of gender, race, ethnicity, age,  
11 and the presence of disabilities.

12            (b) The state's personnel and management systems must be responsive  
13 to these fundamental changes in work force composition.

1       It is therefore the policy of the state to create an organizational  
2 culture in state government that respects and values individual  
3 differences and encourages the productive potential of every employee.

4       (2) To implement this policy, the board shall adopt civil service  
5 rules to ensure that they support the state's policy of valuing and  
6 managing diversity in the workplace.

7       NEW SECTION.   **Sec. 2.** A new section is added to chapter 28B.16 RCW  
8 to read as follows:

9       (1) The legislature recognizes that:

10       (a) The labor market and the state government work force are  
11 becoming increasingly diverse in terms of gender, race, ethnicity, age,  
12 and the presence of disabilities; and

13       (b) The state's personnel and management systems must be responsive  
14 to these fundamental changes in work force composition.

15       It is therefore the policy of the state to create an organizational  
16 culture in state government that respects and values individual  
17 differences and encourages the productive potential of every employee.

18       (2) To implement this policy, the board shall adopt civil service  
19 rules to ensure that the rules support the state's policy of valuing  
20 and managing diversity in the workplace.

21       NEW SECTION.   **Sec. 3.**       This act is necessary for the immediate  
22 preservation of the public peace, health, or safety, or support of the  
23 state government and its existing public institutions, and shall take  
24 effect July 1, 1991.