

Executive Summary: Health Impact Review of I-1000

Concerning diversity, equity, and inclusion. (2019 Legislative Session)

Evidence indicates that I-1000 has the potential to result in public institutions of higher education using race-conscious admissions and public employers using race-conscious hiring, which has the potential to increase the representation of people of color in higher education and public employment, which has the potential to improve health outcomes and decrease health inequities.

INITIATIVE INFORMATION

Sponsors: People of the State of Washington

Summary of Initiative:

- Amends RCW 49.60.400, to include age, sexual orientation, the presence of any sensory, mental, or physical disability, or honorably discharged veteran or military status among the factors for which the state shall not discriminate against or grant preferential treatment for opportunities in public employment, public education, or public contracting.
- Restores affirmative action into state law.
- Defines affirmative action as “a policy in which an individual's race, sex, ethnicity, national origin, age, the presence of any sensory, mental, or physical disability, and honorably discharged veteran or military status are factors considered in the selection of qualified women, honorably discharged military veterans, persons in protected age categories, persons with disabilities, and minorities for opportunities in public education, public employment, and public contracting.”
- Defines preferential treatment as “the act of using race, sex, color, ethnicity, national origin, age, sexual orientation, the presence of any sensory, mental, or physical disability, and honorably discharged veteran or military status as the sole qualifying factor to select a lesser qualified candidate over a more qualified candidate for a public education, public employment, or public contracting opportunity.”
- Creates the Governor’s Commission on Diversity, Equity, and Inclusion.
- Requires the Office of Program Research and Senate Committee Services to prepare a joint memorandum and draft legislation necessary to align the Revised Code of Washington with this act.

HEALTH IMPACT REVIEW

Summary of Findings:

This Health Impact Review found the following evidence regarding the provisions in I-1000:

Pathway 1: Higher Education

This review makes an informed assumption that restoring affirmative action would result in some public institutions of higher education implementing race-conscious admissions policies as part of holistic applicant reviews. This informed assumption is based on discussions with key informants, evidence from Texas, and publicly available information from the University of Washington.

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- **Strong** evidence that the use of race-conscious admissions by public institutions of higher education would likely result in increased representation of people of color in applications, admissions, and enrollment at these institutions.
- **A fair amount** of evidence that increased representation of people of color in enrollment at public institutions of higher education would increase diversity of the healthcare workforce.
- **Very strong** evidence that increased diversity in the healthcare workforce would likely result in improved access to and quality of healthcare for communities of color.
- **Very strong** evidence that increased access to and quality of healthcare for communities of color would result in improved health outcomes for communities of color.
- **A fair amount** of evidence that increased representation of people of color in enrollment at public institutions of higher education would likely result in increased educational attainment of those affected.
- **Very strong** evidence that increased educational attainment of people of color would increase the earning potential for those affected.
- **Very strong** evidence that increased earning potential would likely result in improved health outcomes.
- **Very strong** evidence that increased educational attainment of people of color would result in improved health outcomes for those affected.

Pathway 2: Public Employment

This review makes an informed assumption that restoring affirmative action would result in some public employers implementing race-conscious hiring policies as part of holistic applicant reviews.

- **A fair amount** of evidence that using race-conscious hiring would likely increase representation of people of color working in public employment.
- **A fair amount** of evidence that increased representation of people of color in public employment would result in increased access to health insurance for those affected.
- **Very strong** evidence that increased access to health insurance would result in improved health outcomes for those affected.

Very strong evidence that improved health outcomes for those affected would likely result in decreased health inequities experienced by American Indian/Alaska Natives, Asians and Pacific Islanders, Black/African Americans, and Hispanic/Latinos.

FULL REVIEW

For review methods, logic model, strength-of-evidence analyses, and citations of empirical evidence refer to the full Health Impact Review at

<https://sboh.wa.gov/Portals/7/Doc/HealthImpactReviews/HIR-2019-16-I-1000.pdf>

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