



WA Senate Bill 5227 – 2024 Update





The Origin of Washington State Senate Bill 5227

In 2021, the Washington State Legislature approved Senate Bill 5227, which requires all public institutions of higher education to provide a professional development program for faculty and staff with the purpose of eliminating structural racism and promoting diversity, equity and inclusion, and belonging.

- CWU – A multi-tiered approach to provide DEI training & development opportunities to the community meeting the requirements of the Bill.



Tier One

An entry into the world of Diversity, Equity, Inclusion and Belonging

- *Make no assumptions*
- *Begin with the basics*

*Virtual Professional Development
DEI in the Workplace*





Tier Two

- *Diversity Advocate Workshop*
 - *Living Social Justice*
 - *Anti-Racist Emotional Intelligence*
 - *Equity-minded Teacher Certificate*
 - *Intersectionality, Equity, and Belonging in the workplace*
 - *Equity and Belonging: a toolkit to live into CWU's mission & values*
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HR/CLA Offerings

- *First Friday Leadership Talks*
 - *Race: Identity, Systems, and Power*
 - *Workplace Diversity, Equity, and Inclusion in Action*
 - *Moving from Bias to Inclusion in DEI Journey*
 - *DEI Inclusive Hiring*
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Student Centered Training



- *Equity & Identity*
- *Agents of Social Change*
- *Beyond Binaries: Inclusive Language*
- *2024/2025 – UNIV 101 (Voices for Change), ADI (Anti-Racism, Diversity and Inclusion)*

WA Senate Bill 5227 – 2023/2024 Results

New Active and Permanent Employees (begin employment 19 Sept 2023 or later)						
Completed	Staff (n=111)		Faculty (n=18)		Total -342	
Completed	111	100%	17	94%	128	99%

All Active and Permanent Employees						
Completed	Staff (n=969)		Faculty (n=429)		Total - 1320	
Completed	553	58%	118	28%	671	48%

Participant Evaluation of DEI for the Workplace	Mean (4-point scale)	Total respondents
How satisfied are you with your participation?	3.35	253
How confident are you in your ability to define DEI?	3.52	253
How confident are you in your ability to identify categories of difference?	3.44	253
How confident are you in your ability to identify and mitigate microaggressive behavior?	3.34	253
How confident are you in your ability to identify and mitigate your own unconscious bias in the workplace?	3.29	253



Thanks for listening...

