



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

June 5, 2018

Motion 15162

Proposed No. 2018-0165.1

Sponsors Dembowski, Kohl-Welles,
Upthegrove, McDermott and Balducci

1 A MOTION declaring the necessity of administrative
2 planning and coordination to address gender identity, and
3 sexual orientation inclusion in King County administrative
4 processes and establishing a gender identity and sexual
5 orientation inclusion task force to develop a recommended
6 King County administrative gender identity and sexual
7 orientation inclusion strategy.

8 WHEREAS, the King County council is currently going through a process to
9 make the King County Code gender neutral as a step towards gender equity, and

10 WHEREAS, gender identity is one's personal experience of one's own gender
11 which may or may not correspond with the sex they were assigned at birth, and

12 WHEREAS, gender encompasses a wide range of identities in addition to male
13 and female, and

14 WHEREAS, according to a 2016 report by the Williams Institute at the University
15 of California Los Angeles Law School an estimated 0.6 percent of adults, which is
16 approximately 1.4 million people, identify as transgender or gender nonconforming in the
17 United States, and

18 WHEREAS, according to the King County Trans Resource and Referral Guide,
19 "transgender" refers to those whose gender identity or gender expression does not match

20 the gender norms that mainstream society attaches to their gender assigned at birth, and

21 WHEREAS, according to the Williams Institute, in Washington State 0.62
22 percent of residents, which is approximately 32,850 people, identify as transgender, and

23 WHEREAS, while one transgender person's gender identity or expression might
24 fit the dominant gender-binary paradigm of male or female, a different transgender
25 person's gender identity might not fit into the dominant gender-binary paradigm, and

26 WHEREAS, in 2016, Merriam-Webster added eight new terms recognizing
27 nonbinary gender identity and expression including "genderqueer," which is defined as
28 relating to, or being a person whose gender identity cannot be categorized as solely male
29 or female, and

30 WHEREAS, there are numerous types of nonbinary gender identity including
31 agender, intersex and bigender, and

32 WHEREAS, in June 2017, the Oregon state Department of Transportation
33 approved an administrative rule change allowing Oregon residents an option to mark their
34 sex as "not specified" or "X" on their driver licenses, instruction permits or identification
35 cards, and

36 WHEREAS, similar proposals have been implemented in New York City,
37 Washington, D.C., and the state of California, and

38 WHEREAS, in January 2018 the Washington state Department of Health adopted
39 a new rule change that established requirements for individuals to request a change to the
40 sex designation on their birth certificates from male or female to a third option, and

41 WHEREAS, King County Ordinance 16948 established the principle of "fair and
42 just" to mean the county serves all residents by promoting fairness and opportunity and

43 eliminating inequities through actions to which equity and social justice foundational
44 practices are applied, and

45 WHEREAS, King County serves all people through its departments, from
46 elections to permitting and environmental review, and the correctional facilities. All of
47 those departments and facilities have forms that reflect only "male" and "female" options
48 for gender or sex designation which creates barriers for individuals not reflected in these
49 options including in the access of consistent and accurate documentation of their gender,
50 and

51 WHEREAS, as part of the commitment to fair and just public service, King
52 County is committed to inclusiveness for all of its residents and employees;

53 NOW, THEREFORE, BE IT MOVED by the Council of King County:

54 A. It is the policy of King County that the principle of "fair and just" be applied
55 to gender identity and sexual orientation to ensure every person receive full recognition
56 and equal treatment. It is the council's intent that administrative processes be reviewed
57 and revised to allow for the spectrum of gender identity and consideration of sexual
58 orientation. It is the council's further intent that county administrative processes be
59 revised to allow for more than two gender options. In response to the new Washington
60 state Board of Health ruling, which allows for a third option for designation on birth
61 certificates to indicate a gender that is not exclusively male or female, there is hereby
62 established a King County gender identity and sexual orientation inclusion task force.
63 Intended to be a collaborative group, the task force shall develop a recommended
64 countywide gender identity and sexual orientation inclusion strategy and workplan to
65 implement the use of an additional gender designation or designations in all appropriate

66 administrative processes in use by county departments. This task force shall engage
67 stakeholders and community members to understand the nuanced and sometimes
68 complex experience of gender nonconforming individuals when interacting with all King
69 County departments and facilities, including the jail, the department of public health, the
70 human resources management division and the records and licensing services division.

71 B. The executive shall transmit within three months of the passage of this motion,
72 for council confirmation by motion, task force membership, may include but not be
73 limited to, representation from:

- 74 1. The King County council;
- 75 2. The King County executive's office;
- 76 3. The King County human resources management division;
- 77 4. The Ingersoll Gender Center
- 78 5. The Gender Justice League;
- 79 6. The People of Color Against AIDS Network;
- 80 7. Entre Hermanos;
- 81 8. U.T.O.P.I.A. United Territories Of Pacific Islanders' Alliance;
- 82 9. Seattle Counseling Service;
- 83 10. Gay City;
- 84 11. The Greater Seattle Business Association;
- 85 12. SURGE Reproductive Justice; and
- 86 13. The American Civil Liberties Union of Washington.

87 C. Advisory panel members with particular expertise on specific topics to be
88 discussed may be identified by the task force and invited to provide input, but would not

89 have a vote on the task force. In addition to the advisory panel, the task force may also
90 seek additional community expertise or input to inform its work.

91 D. An executive staff working group shall be established to prepare for and assist
92 the task force, including lead staff from the executive's office. Executive staff shall
93 develop an inventory of forms and administrative processes used by county agencies that
94 include gender and sexual orientation identifying questions. Executive staff shall assess
95 these data gathering efforts and identify any administrative processes and forms that
96 interface between federal, state or other local agencies.

97 E. The objectives of the task force are to:

98 1. Review the recently adopted Washington state Board of Health ruling
99 regarding changing the sex designation on birth certificates allowing for a third option to
100 indicate a gender that is not exclusively male or female, and to determine what changes
101 the county may need to make in response to the new ruling;

102 2. Consult with county departments and community groups to assess the current
103 state of questions regarding gender identity and sexual orientation in King County
104 administrative processes, including, but not limited to, forms, questionnaires and
105 interviews;

106 3. Identify administrative processes that are suitable to be modified for gender
107 identity and sexual orientation inclusion while considering potential complications if a
108 process gathers information used by other government agencies;

109 4. Develop a recommended statement of intent to address gender identity and
110 sexual orientation inclusion in identified King County administrative processes;

111 5. Assess the experience of individuals accessing county services and providing

112 requested gender identity and sexual orientation information, including, but not limited
113 to, possible implications of requesting the disclosure of gender identity and sexual
114 orientation information, and identify strengths and weaknesses in the current state of
115 customer service; and

116 6. Make training recommendations for county employees to achieve excellent
117 customer service and address concerns of task force members.

118 F. The task force shall also conduct outreach activities to obtain community and
119 professional input to inform the executive's report final, comprehensive report. Outreach
120 activities should include, but not be limited to, holding at least one open public forum and
121 actively soliciting written, electronic or oral community comments.

122 G. The task force will develop an initial framework for completing the work
123 described in this motion, including an estimated budget. The executive will transmit the
124 proposed initial framework and a motion approving the initial framework to the council
125 within three months of the task force's first meeting.

126 H. The task force shall deliver a recommended gender identity and sexual
127 orientation inclusion strategy report to the executive and council, including
128 recommendations for action, within one year of the approval of the initial framework by
129 council. The task force may also provide interim updates and recommendations to the
130 executive and council as the task force deems appropriate or as may be requested by the
131 council.

132 I. The executive shall develop a final, comprehensive report based on the work of
133 the task force, including recommendations on the steps the county can take in addressing
134 gender equity and sexual orientation inclusion within administrative processes and

135 paperwork.

136 J. All reports required by this motion shall be transmitted to the Council with a
137 motion that should approve the report. Such reports and motions should be filed in the
138 form of a paper original and an electronic copy with the executive and clerk of the
139 council, who shall retain the original and provide an electronic copy to all
140 councilmembers, the chief of staff, the policy staff director and the lead staff for the
141 committee of the whole, or its successor.

142 K. The task force shall expire sixty days after all reporting provisions in this
143 motion have been completed.
144

Motion 15162 was introduced on 3/19/2018 and passed by the Metropolitan King
County Council on 6/4/2018, by the following vote:

Yes: 8 - Mr. von Reichbauer, Mr. Gossett, Mr. Dunn, Mr. McDermott,
Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles and Ms. Balducci
No: 1 - Ms. Lambert
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



J. Joseph McDermott, Chair

ATTEST:



Melani Pedroza, Clerk of the Council



Attachments: None