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

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

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

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

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

WHEREAS, according to the King County Trans Resource and Referral Guide, "transgender" refers to those whose gender identity or gender expression does not match
the gender norms that mainstream society attaches to their gender assigned at birth, and

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

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

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

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

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

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

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

WHEREAS, King County Ordinance 16948 established the principle of "fair and just" to mean the county serves all residents by promoting fairness and opportunity and
eliminating inequities through actions to which equity and social justice foundational
practices are applied, and

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

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

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

A. It is the policy of King County that the principle of "fair and just" be applied
to gender identity and sexual orientation to ensure every person receive full recognition
and equal treatment. It is the council's intent that administrative processes be reviewed
and revised to allow for the spectrum of gender identity and consideration of sexual
orientation. It is the council's further intent that county administrative processes be
revised to allow for more than two gender options. In response to the new Washington
state Board of Health ruling, which allows for a third option for designation on birth
certificates to indicate a gender that is not exclusively male or female, there is hereby
established a King County gender identity and sexual orientation inclusion task force.
Intended to be a collaborative group, the task force shall develop a recommended
countywide gender identity and sexual orientation inclusion strategy and workplan to
implement the use of an additional gender designation or designations in all appropriate
administrative processes in use by county departments. This task force shall engage
stakeholders and community members to understand the nuanced and sometimes
complex experience of gender nonconforming individuals when interacting with all King
County departments and facilities, including the jail, the department of public health, the
human resources management division and the records and licensing services division.

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

1. The King County council;
2. The King County executive's office;
3. The King County human resources management division;
4. The Ingersoll Gender Center
5. The Gender Justice League;
6. The People of Color Against AIDS Network;
7. Entre Hermanos;
8. U.T.O.P.I.A. United Territories Of Pacific Islanders' Alliance;
9. Seattle Counseling Service;
10. Gay City;
11. The Greater Seattle Business Association;
12. SURGE Reproductive Justice; and

C. Advisory panel members with particular expertise on specific topics to be
discussed may be identified by the task force and invited to provide input, but would not
have a vote on the task force. In addition to the advisory panel, the task force may also seek additional community expertise or input to inform its work.

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

E. The objectives of the task force are to:

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

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

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

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

5. Assess the experience of individuals accessing county services and providing
requested gender identity and sexual orientation information, including, but not limited
to, possible implications of requesting the disclosure of gender identity and sexual
orientation information, and identify strengths and weaknesses in the current state of
customer service; and

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

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

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

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

I. The executive shall develop a final, comprehensive report based on the work of
the task force, including recommendations on the steps the county can take in addressing
gender equity and sexual orientation inclusion within administrative processes and
J. All reports required by this motion shall be transmitted to the Council with a motion that should approve the report. Such reports and motions should be filed in the form of a paper original and an electronic copy with the executive and clerk of the council, who shall retain the original and provide an electronic copy to all councilmembers, the chief of staff, the policy staff director and the lead staff for the 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

ATTEST:

Melani Pedroza, Clerk of the Council

Attachments: None