

# RECOMMENDATIONS FOR WASHINGTON STATE PATROLL



On behalf of the Washington State Office of Equity located in the Office of the Governor, the Center for Economic and Business Research (CEBR) conducted research on the hiring and recruiting practices at the Washington State Patrol (WSP). Legislative and non-legislative policy recommendations are summarized below.



## NON-LEGISLATIVE

Continue to develop a multi-cultural, pro-equity, anti-racism (PEAR) workplace culture in alignment with existing PEAR Plan to promote equity, access, and belonging

Focus recruiting on service industries

Partner with Washington State ethnic and social justice commissions to build trust in the community

Intentionally develop feeder programs/pipelines that identify, recruit, and prepare Black, Indigenous, and other People of Color for a career at WSP

Partner with community to improve WSP's image as an employer of choice

Re-vamp the Explore Program, offering mentorship for those who are interested in WSP

*NOTE: All recommendations were based off extensive research in collaboration with stakeholders representing diverse groups and with input from the Office of Equity and WSP. Although this research is robust, there are gaps in knowledge and voices unheard. See the full report for additional details*

## LEGISLATIVE

Create a budget to support applicants throughout the hiring process, such as expenditures on transportation and childcare

Offer a 5% pay increase for commissioned troopers who are bilingual

Dedicate funding to allow WSP to create a lateral job class, allowing WSP to recruit from other law enforcement agencies

Create a pilot program and study to test feasibility for offering part-time positions

Dedicate funding to authorize the Office of Equity to provide expert consultation to WSP



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