RCW 28B.10.147  Diversity, equity, inclusion, and antiracism—
Campus climate assessment.  (1)(a) The institutions of higher 
education as defined in RCW 28B.10.016 shall each conduct a campus 
climate assessment to understand the current state of diversity, 
equity, and inclusion in the learning, working, and living environment 
on campus for students, faculty, and staff. The assessment shall 
occur, at minimum, every five years. Institutions of higher education 
shall use the results of the campus climate assessment to inform the 
professional development, established in RCW 28B.10.145, and program, 
established in RCW 28B.10.149. Institutions may use an existing campus 
climate assessment to meet this requirement. 
(b) The state board for community and technical colleges shall 
develop a model campus climate assessment for the community and 
technical colleges that the colleges may use or modify to meet the 
requirements of this section. 
(2) The design of an existing or new campus climate assessment 
must involve, at minimum, students, college and university diversity 
oficers, faculty, and staff. The campus climate assessment must 
include, at minimum, an evaluation of student and employee attitudes 
and awareness of campus diversity, equity, and inclusion issues. The 
campus climate assessment may also include questions evaluating the 
prevalence of discrimination, sexual assault, harassment, and 
retaliation on and off campus, in addition to student, faculty, and 
staff knowledge of campus policies and procedures addressing 
discrimination, sexual assault, harassment, and retaliation. College 
and university diversity officers and students must be consulted in 
the development of recommendations. 
(3) Institutions of higher education must, at minimum, conduct 
annual listening and feedback sessions for diversity, equity, and 
inclusion for the entire campus community during periods between 
campus climate assessments. Institutions of higher education must, to 
the maximum extent practicable, compensate students for their 
participation in the annual listening and feedback sessions. 
(4) Beginning July 1, 2022, the institutions of higher education 
shall report findings or progress in completing their campus climate 
assessment and, when applicable, information on their listening and 
feedback sessions annually to either the state board for community and 
technical colleges or an organization representing the presidents of 
the public four-year institutions of higher education. The 
institutions of higher education must also publish annually on the 
institution's public website the results of either the campus climate 
assessment or listening and feedback sessions. 
(5) The state board for community and technical colleges may 
require colleges to repeat their campus climate assessment. An 
organization representing the presidents of the public four-year 
institutions of higher education may also request state universities, 
regional universities, and The Evergreen State College to repeat their 
campus climate assessment.  [2021 c 275 § 3.] 

Findings—Intent—Conflict with federal requirements—2021 c 275: 
See notes following RCW 28B.10.145.