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
officers, 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 s 3.]

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