

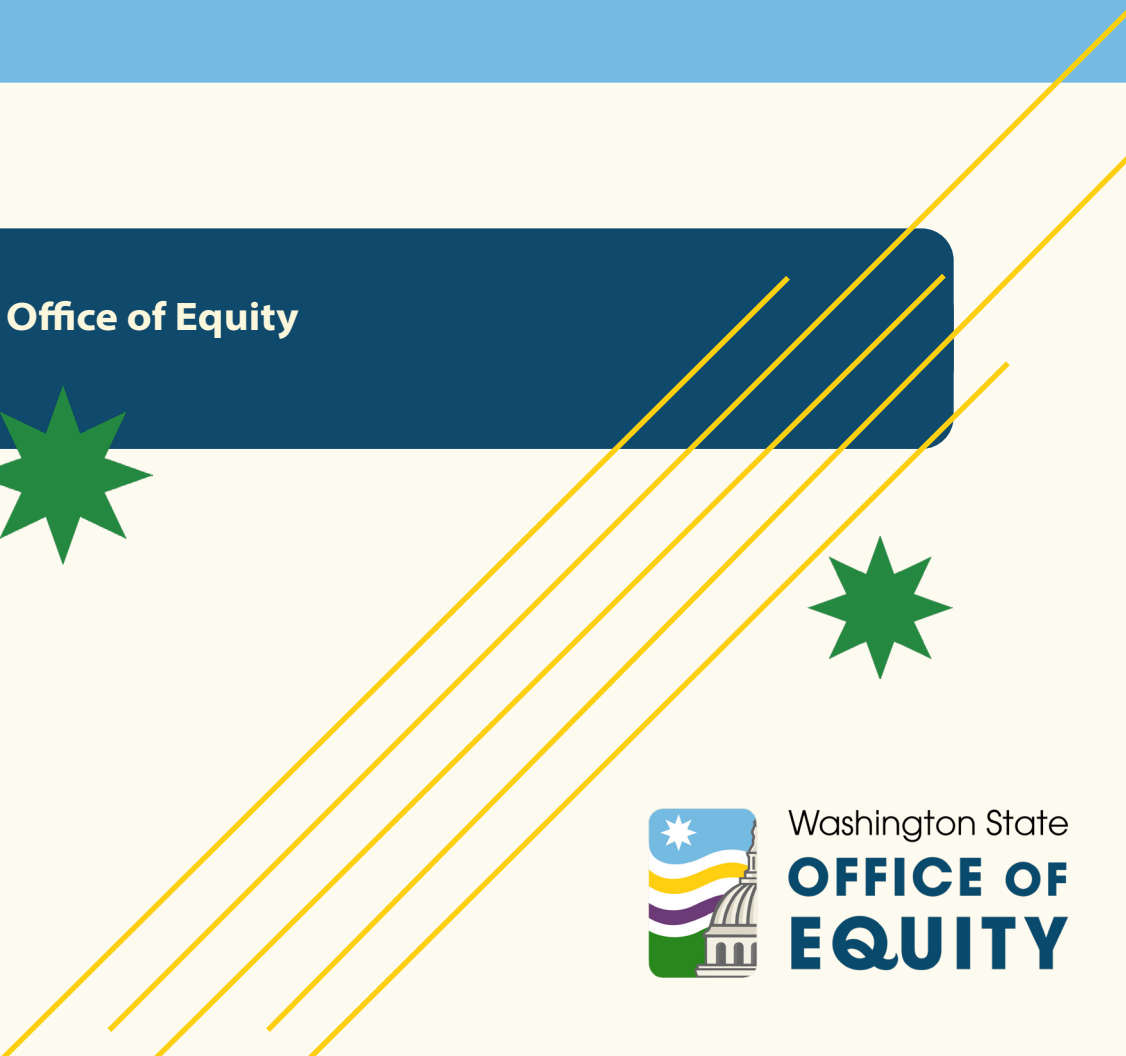



# 2025 Washington State Patrol Legislative Report

Washington State Office of Equity  
December 2025



Washington State  
**OFFICE OF  
EQUITY**



# Introduction

This report provides an update on the Washington State Patrol (WSP)'s compliance with developing its diversity, equity, and inclusion (DEI) strategic recruitment and retention plan as directed by [RCW 43.06D.060](#) and WSP's progress made toward the performance measures in its plan. It outlines statutory requirements, WSP's contractor-led deliverables, and the Washington State Office of Equity (EQUITY)'s responsibilities in facilitating WSP's implementation.

## Key Takeaways

- Between 2021 and 2025, the racial and ethnic diversity of commissioned staff increased, with 20% (up from 14%) of commissioned staff identifying themselves from a racial or ethnic background that is not white non-Hispanic. There was minimal change on gender diversity, with the commissioned staff identifying as female or gender non-conforming staying steady at 10%.
- Among non-commissioned staff, the percentage for racial and ethnic diversity increased from 20% to 27%, while the gender distribution stayed around 53% identifying as female or gender non-conforming.
- Total application numbers have remained stable since the 118th Trooper Basic Training Class. However, trooper classes continue to show lower advancement rates for applicants from racially diverse backgrounds compared to the overall average. The most notable disparity occurs during the supplemental question review stage.
- WSP has made progress with engaging historically marginalized communities across Washington by hiring community liaison specialists, rebuilding the Tribal liaison team, creating new programs and events, modifying continuous programming and events, and tracking data.

## Background

The Legislature passed [Substitute House Bill 2057](#) in 2022 to provide legislative and executive branch oversight over WSP as it works to attract and retain a diverse workforce. EQUITY found work that it contracted after 2022 to update the DEI strategic recruitment and retention plan to be insufficient and, until new plan updates are designed by EQUITY and implemented by WSP, the State Patrol is currently implementing an independent DEI strategic recruitment and retention plan developed by a contractor in 2021. Most of the work under this plan was completed by the end of 2022.

# DEI Strategic Recruitment & Retention Plan

## Progress Made

WSP has taken action to diversify their workforce demographics and train their personnel:

- WSP launched a pre-academy program in 2024, called “Before We Serve,” to immerse new recruits with diverse communities.
- WSP’s Office of Culture and Engagements has facilitated 30 training courses in 2024 and 20 trainings so far in 2025 across various WSP divisions and units, other state agencies, and city agencies. Overall, 3000 people participated in these sessions. These courses covered topics such as psychological safety, building inclusive culture, bias, microaggressions, difficult conversations.
- WSP has mostly implemented the recommendations of the 2021 strategic recruitment and retention plan. There are some recommendations that have not been implemented yet. The 2021 plan recommended that WSP conduct a market analysis to align job descriptions with trends for commissioned roles. This action is pending due to budget constraints. The plan also recommended that WSP analyze the relationship between its strategic recruitment and retention metrics and agency outcomes. WSP plans to implement this recommendation by creating linkages between its internal dashboards. EQUITY will monitor the implementation of these recommendations as they progress. The progress made by WSP under the 2021 plan can be found at the [Strategic Recruitment and Retention Plan Tracker](#).

## Insights

### Commissioned Staff

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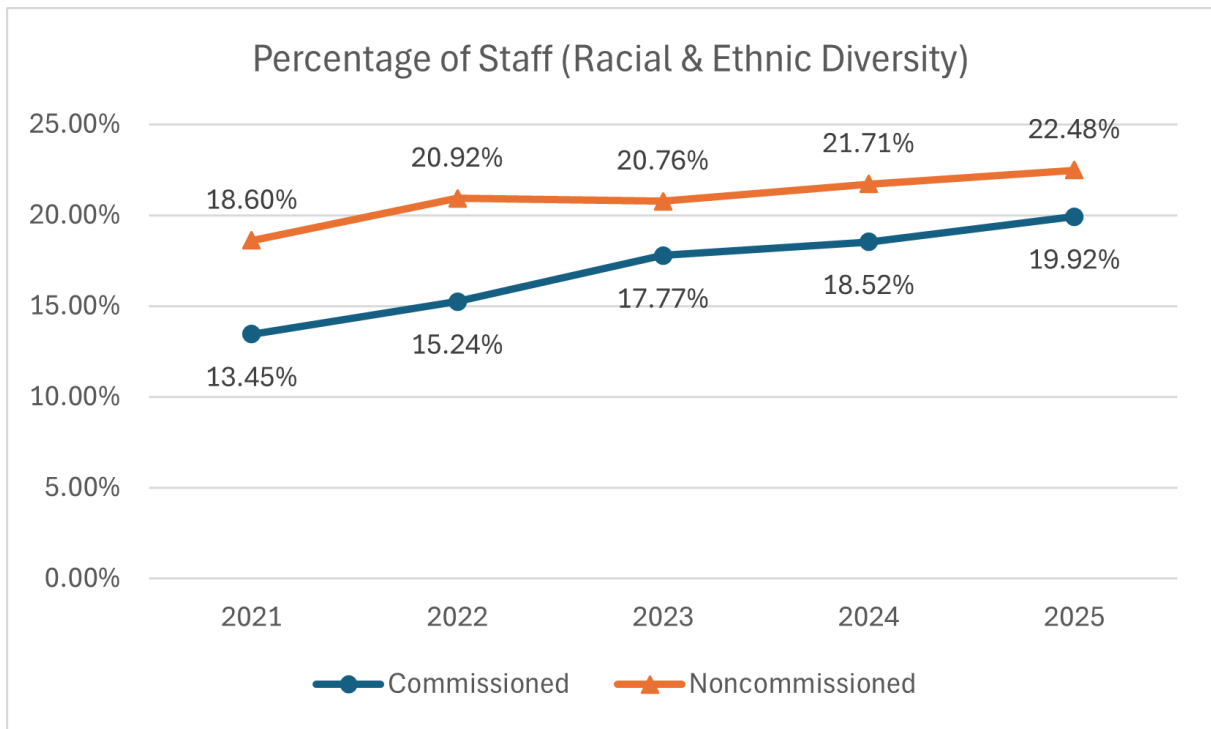
Between 2021 and 2025, the racial and ethnic diversity of commissioned staff increased, with 20% of commissioned staff (up from 14%) identifying as Black; American Indian or Alaska Native; Latino or Hispanic; Middle Eastern or North African; Native Hawaiian or Pacific Islander; or identifying as multiple racial or ethnic identities. There was minimal change on gender diversity, with commissioned staff who identify as female or gender non-conforming staying steady at 10%.

### Non-Commissioned Staff

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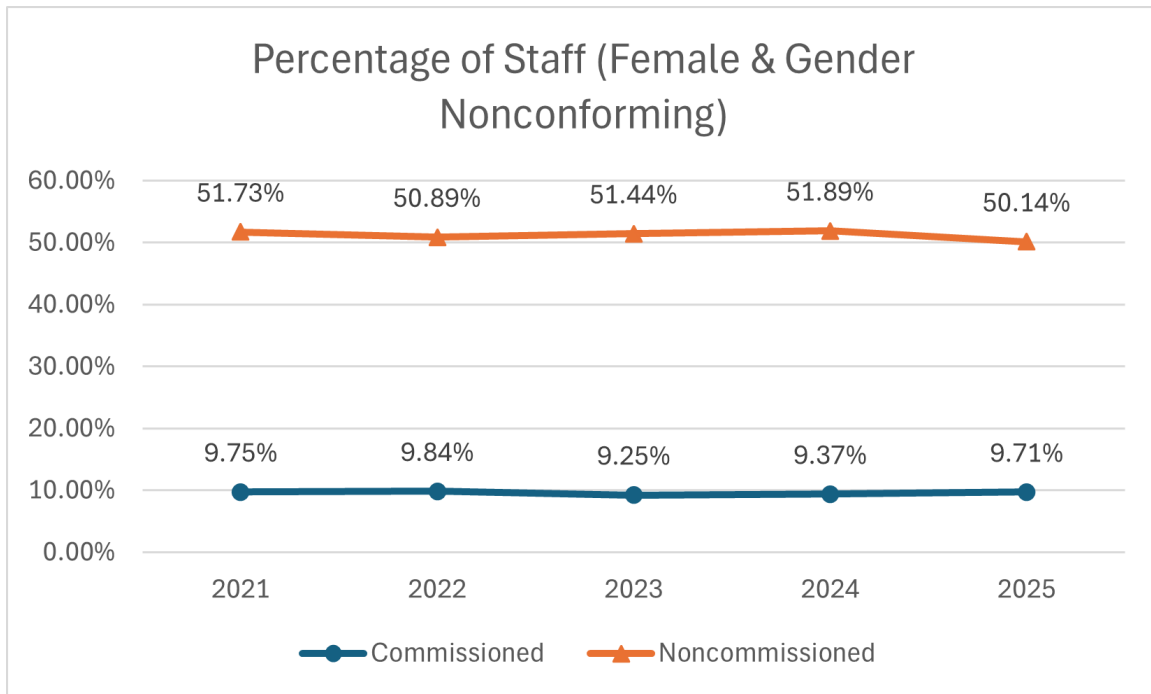
The percentage of non-commissioned staff who identify as Black; American Indian or Alaska Native; Latino or Hispanic; Middle Eastern or North African; Native Hawaiian or Pacific Islander; or who identify as multiple racial or ethnic identities moved from 20% to 27%, while the gender distribution stayed around 53% who identify as female or gender non-conforming.

**Figure A**



\* Notes: A line graph showing the percentage of commissioned and noncommissioned staff members who are Black; American Indian or Alaska Native; Latino or Hispanic; Middle Eastern or North African; Native Hawaiian or Pacific Islander; or Two or More Races. Racial and ethnic diversity increased both among commissioned staff (from 14% to 20% identifying as one of the above racial or ethnic identities) and non-commissioned staff (from 20% to 27%).

**Figure B**



\*Notes: A line graph showing the percentage of commissioned and noncommissioned staff members who identify as female or gender non-conforming. There was minimal change on gender diversity, with commissioned staff who identify as female or gender non-conforming staying steady at 10%, while non-commissioned staff stayed around 53% who identify as female or gender non-conforming.

## Trooper Basic Training Classes

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Total application numbers have remained stable since the 118th Trooper Basic Training Class. However, trooper classes continue to show lower advancement rates for applicants from racially diverse backgrounds compared to the overall average. The most notable disparity occurs during the supplemental question review stage: while 52.42% of all applicants across the 118th-121st classes advanced past this stage, only 36.97% of Black or African American and 31.43% American Indian or Alaska Native applicants did so across these classes.

WSP added the Middle Eastern or North African ethnic category for applicants starting in the 119th Classes. Across the 119th-121st Classes, only eleven applications were received and no applicants made it past the polygraph stage. The most notable drop off occurs after the Public Safety Testing test score stage: while 48.79% of all applicants across all classes advanced, only 36.36% of Middle Eastern or North African applicants advanced during the 119th-121st Classes.

Note: Data from this section was derived from the WSP dashboard. To explore the full scope of the WSP workforce, including application demographics, trooper cadet enrollment, and agency comparisons, [visit the WSP dashboard](#).

## Next Steps

### Strategy

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EQUITY is employing relationship-building, WSP workforce interviews, input from WSP leadership surveys, case studies, and insights gathered from the labor force study and dashboard required by RCW 43.06D.060 to design an updated plan. We are also considering actions that WSP took from its 2021 DEI strategic recruitment and retention plan, and barriers that limited the success of those actions, to assess how the agency can continue to make progress in recruitment and retention.

### Design Outline

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The 2026 strategic recruitment and retention plan update will be structured around four phases of the employee lifecycle: recruitment, application & hiring, onboarding & training, and retention. The retention phase will include five subsections: workplace culture, health & wellness, job amenities, professional development, and upward career mobility.

# Dashboard and Labor Force Study

## *Progress Made*

RCW 43.06D.060 required the creation of a dashboard and labor force study to collect benchmark data on the commissioned and non-commissioned workforce composition of WSP, evaluate the available labor force, and use insights from both efforts to set goals and recommend strategies to reduce disparities.

The [dashboard](#) and labor force study deliverables are now complete. EQUITY is in the process of adding functions to the dashboard to make it more useful for decision-makers and clarifying key insights in the labor force study.

## *Insights*

EQUITY's original contractor completed a labor force study to assess the available workforce in Washington that meets general requirements for WSP employment. The resulting data tables are available on [EQUITY's webpage](#). However, significant follow-up work is required to clarify key insights and restructure the presentation of the labor force study to better support its understanding and application.

## *Next Steps*

EQUITY and WSP plan to expand the scope of the labor force study. By incorporating geographic data for both current staff and the eligible labor pool, the updated study will better reflect regional workforce availability.

# Performance Measures and Accountability

## *Purpose*

RCW 43.06D.060 directs EQUITY to establish performance measures that support systems change consistent with RCW 43.06D.040.

EQUITY helps develop agency-specific goals to improve outcomes. These goals are shaped by evaluating internal operations in a way that is designed to address the root causes of disparities. One such area is Workforce Equity, including the Recruitment & Retention Plan.

## *Progress*

In a report highlighting performance from 2023-2024, WSP defined performance measures for three areas: Leadership, Operations, & Services; Community Engagement & Partnership; and Workforce Equity. EQUITY will develop dashboards for the following performance measures.

- Leadership, Operations & Services. Reporting the number of Office of Culture and Engagement training courses facilitated and the number of participants completed training.
- Community Engagement & Partnership. Reporting the hiring of the Community Engagement Unit liaisons and the number of contacts made.
- Workforce Equity. Reporting the number of daily cultural celebration bulletins, weekly sentiment questions, onboarding projects, and the “Before We Serve” program.

EQUITY is developing performance measures for state agencies across policy areas to better monitor indicators of community safety, health, and well-being. The performance measures established for WSP will, in the future, be included in this cross-agency effort.

## *Collecting Community Feedback*

RCW 43.06D.060 requires community feedback to be collected to determine whether the established performance measures accurately measure the effectiveness of WSP agency programs and services in communities. While WSP has not collected community feedback specifically on these performance measures, WSP’s Office of Culture and Engagement (OCE) has laid the groundwork to meet this mandate by hiring new staff to implement new programs and expand current ones:

- OCE hired six community engagement liaisons, covering seven out of the eight districts, to build and sustain relationships internally and externally, and to create new relationships with communities. Some of the liaisons are building government-to-government relationships with Tribal nations.
- OCE developed a community engagement framework to develop a common language and strategy

for community engagement efforts.

- OCE organized the first Traffic Safety Equity Summit to bring community voices together and enhance traffic safety for all. There were more than 70 attendees, including 50 community members. The summit has led to several regional summits organized by OCE's Community Engagement Unit and includes partnerships with local law enforcement and community leaders. An example is the Migrant Farm Workers Summit in Bellingham and Mount Vernon.
- OCE created a community catalog and a timecard reporting system (launched in September 2025) to track its engagement opportunities. These systems track the number and type of community engagement contacts. These engagements can be tracked by city to link to a heat map that will show where engagement is happening, and at what level. WSP can track engagement by the type of community, showing how it is engaging low- and high-barrier communities.

## ***Next Steps***

WSP is organized by bureaus with diverse functions across commissioned and non-commissioned roles. To ensure performance measures reflect the agency's full scope, EQUITY will work with WSP to explore how different bureaus contribute to overall performance indicators. This will help refine and expand existing measures to better reflect the agency's operations and support reporting that will allow a better understanding of the actions that can be taken based on the data.

Conversations with WSP have surfaced opportunities to expand the set of performance indicators to prioritize for inclusion in an EQUITY dashboard. As these conversations progress, EQUITY will work with WSP to identify additional indicators that more fully reflect the agency's scope.