SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
LEG	Jasmine Marwaha / 635-8941; Ann Gorman / 4-8049	N/A

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to human rights; including protections against discrimination based on an individual's actual, potential, perceived, or alleged pregnancy outcomes; and amending Sections 3.14.910, 3.14.931, 3.110.260, 4.80.020, 6.02.270, 6.202.230, 14.04.020, 14.04.030, 14.04.040, 14.06.020, 14.06.030, 14.08.015, 14.08.020, 14.08.045, 14.08.070, 14.08.190, 14.10.010, 14.10.020, and 18.12.280 of the Seattle Municipal Code.

Summary and Background of the Legislation: This ordinance would update the City's discrimination protections to prohibit discrimination based on an individual's actual, potential, perceived, or alleged pregnancy outcomes. It establishes a new definition for "pregnancy outcomes" in the Seattle Municipal Code, adds civil-rights protections on the basis of these outcomes to areas of the Seattle Municipal Code that reference protected classes, and makes technical changes to ensure consistency.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? **___ Yes _x__ No**

.

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? **___ Yes __x_ No**

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?
This legislation may require increased outreach efforts and staff training on this topic, as well as resources to engage communities who would benefit from these protections. Without additional funding, the Seattle Office for Civil Rights would have to absorb these efforts with their current capacity. Additionally, that office may incur incremental costs in its enforcement of the legislation, though it is not possible to estimate those costs at this time.

Are there financial costs or other impacts of *not* implementing the legislation? No.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department? The legislation affects the Seattle Office for Civil Rights.

b. Is a public hearing required for this legislation? No.

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation? No.

d. Does this legislation affect a piece of property? No.

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? The recent rollback of the right to abortion by the Supreme Court greatly impacts vulnerable and historically disadvantaged communities, including Black, Indigenous, and Latinx individuals. Ensuring that Seattle's anti-discrimination laws protect individuals in Seattle no matter their actual, potential, perceived, or alleged pregnancy outcomes will benefit those individuals, among many others.

What is the Language Access plan for any communications to the public? There is currently no language access plan.

f. Climate Change Implications

1. **Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?** No.

2. **Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.** This legislation has no impact on climate change resiliency.

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)? This legislation does not contemplate a new initiative or major programmatic expansion.

Summary Attachments:
None.