

DEI Survey to Agencies –Email Prepared by OPR

Office of Program Research staff assigned to the Appropriations Committee are working with a member who has requested information on agency spending on Diversity, Equity, and Inclusion (DEI) activities, using a DEI definition that the member provided. Please respond to the survey linked to [here](#) no later than COB on Friday, January 31st.

The survey question is as follows:

Please provide your most reasonable estimate of your agency’s planned spending on DEI activities, using the below definition developed and provided by the member who requested OPR’s help with this exercise, for FY 2025 in FTEs, NGF-O, and Total Budgeted amounts. If FY 2025 data is unavailable, please provide FY 2024 data. No additional granularity on non-NGF-O fund sources is being requested at this time.

- **DEFINITION:** For the purpose of this exercise, “DEI expenditures” means any funds appropriated by the legislature or funds spent by a state agency or institution of higher education with the goal of enhancing, promoting, creating, implementing, or enforcing policies and programs that promote the representation and participation of different groups of individuals on the basis of gender, sexual orientation, race, ethnicity, political affiliation, disability, lived experience, or other personal characteristics.
- Please include estimated DEI expenditures including, but not limited to:
 - Any direct appropriations for the purposes of implementing or promoting diversity, equity, and inclusion within the agency
 - Any funding being used to pay for the salaries of DEI coordinators, staff, and other closely related positions
 - Any funding spent on DEI training, consulting, or implementing DEI within the agency framework or mission
 - Any funding and/or staff time being used to prepare and implement DEI initiatives, action plans, and other related items required by the executive or legislative branches, or by internal agency leadership
 - Any funding and/or staff time used to prepare and implement the P.E.A.R. framework as directed through Executive Order 22-04

If you are unsure on whether or not a given expenditure meets the above definition, please err on the side of inclusion.

For DOC, COM, DCYF, and DSHS: Please note that survey responses by program are preferred, but an agency-wide response will still be helpful for this exercise if that is more feasible.

For agencies with operating program spending in both the operating and transportation budgets, please include all operating program spending that meets the member’s definition above across both budgets in your response.

We understand and respect that agencies must prioritize work with OFM on budget development at this time.

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If you have questions about this survey question and exercise, feel free to reach out to APP Staff Coordinator Dave Johnson (dave.johnson@leg.wa.gov) and myself, APP Budget Coordinators (mary.munroe@leg.wa.gov).