

Gender Justice

Equity in the Workplace

Paid Family and Medical Leave: Passed!

HB 1116—Robinson / SB 5032—Keiser requires the Employment Security Department to establish and administer a program to provide up to 12 weeks of paid family leave and 12 weeks of paid leave for a serious medical condition to all employees in Washington. *Fully-effective as of 2020.*

Gender Pay Equity: Passed!

HB 1506—Senn / SB 5140—Cleveland addresses workplace practices to achieve gender pay equity.

Breakfast After the Bell: Passed!

HB 1508—Stonier / SB 6003—Wellman promotes student health and readiness through meal and nutrition programs. This bill provides funds for high-needs schools to provide breakfast to students even after the school day starts.



Temporary Assistance for Needy Families (TANF): Restored!

The TANF grant level was restored, providing critical support for vulnerable families with children.

Restricted Bathroom Access for Transgender People: Defeated!

Initiative 1515 was filed in spring 2017, which would have required transgender people to use public facilities like restrooms that correspond with the sex on their birth certificate. It later became HB 1011—Taylor, which died in committee, and then Initiative 1552, which failed to get the signatures required to get on the statewide ballot.

Prohibition on Conversion Therapy: Passed!

SB 5277 – Liias prohibits licensed health care providers from practicing conversion therapy on minors in attempt to change their sexual orientation or gender identity.

Missing and Murdered Indigenous Women: Passed!

HB 2951—McCabe requires the Washington State Patrol (WSP) to work with tribal law enforcement and the Governor’s Office of Indian Affairs to conduct a study to increase state resources for reporting and identifying missing Native American women throughout Washington state. Washington is 4th in the nation for the number of missing and murdered indigenous women.



Human Trafficking Successes Over Time

2014: SB 6339 – Fraser Created a felony charge if an employer is found to be in possession of an employee's immigration documents by threat or coercion of involuntary servitude.

2015: FAN’s bill regarding definitions related to human trafficking passed the House but was voted on in the Senate.

2016: SB 5342 – Hasegawa This bill included the words “forced labor” in the definition of human trafficking, which accounts for the largest portion of human trafficking.

2017: HB 1079—Orwall Establishes a no-contact/protection order for trafficking victims.

SB 5030—Darneille Extends the statute of limitations for human trafficking to ten years, or if the victim was under the age of 18 at the time of the crime, until their 30th birthday—whichever is later.

SB 5272—Saldana Vacates convictions arising from offenses committed as a result of being a victim of trafficking.



Supporting Families

LGBTQ+ Rights

Public and Labor Safety