



Approve I-1000: Fairness and Opportunity for All

As Washingtonians, we believe in fairness and opportunity for everyone. But we know that even in this strong economy, too many veterans, small businesses, women and diverse communities are being left behind.

We can take a big step forward in creating opportunity and a level playing field for all by approving Initiative 1000 on our November ballot.

Washington is currently one of only eight states that bans affirmative action consideration for qualified women, **all** veterans and servicemembers, seniors, and people of color.

Initiative 1000 simply restores fairness to government employment, public sector contracting, and education at our state colleges and universities by explicitly allowing the use of commonsense tools like outreach, recruitment, and advertising to help expand the pool of qualified applicants.

Quotas and set asides are specifically banned by I-1000, and veteran preference programs currently in place won't be eliminated. Don't be fooled by those who tell you otherwise. **If you are qualified you should be eligible for a job, regardless of military service, gender, age, sexual orientation, race, or other factors.**



WAFairness.org |    [WAFairness](#)

Paid for by WA Fairness Coalition | 119 1st Ave S Ste 320, Seattle, WA, 98104

Top 5 contributors: Perkins Coie, Microsoft, WA State Labor Council AFL-CIO, SEIU Initiative Fund, Pemco Mutual Insurance Company

I-1000 is Effective, Needed Policy to Restore Fairness and Opportunity

For Women and Small Business: In the 20 years since protections were rolled back, state spending with certified minority and women owned businesses has dropped from 10% to 3%— a devastating \$3.8 billion loss of revenue since 1998.

For Pay Equity: With fewer qualified women winning contracts and entering senior positions, Washington's gender wage gap remains unacceptable.

For Veterans: Washington's veteran unemployment rate is higher than the national average, and too many veterans face a patchwork of state and federal protections, without consistent opportunities.

For Qualified Students: In addition, over the past two decades, diversity in Washington's public university and college populations has declined in proportion to the population as a whole.

Now is our best chance to restore fairness in public hiring, contracting and education. Approve I-1000!

Our Supporters

The Washington Fairness Campaign is a statewide, bi-partisan coalition including community and civil rights advocates, business owners, labor allies, and elected leaders including:



Join our large and growing coalition at wafairness.org!