

EXHIBIT “E”

This Exhibit lists the eight (8) required statutory Ph.D. research fields, with a brief description of each field. The Governor and the Legislature mandated in ESSB 5167 that the CRE must have at least one Ph.D. qualified researcher for the CRE to be eligible to conduct the Washington Reparations Study:

1) HISTORY

Historians are essential to a reparations study because reparations are a direct response to historical injustices. A Ph.D. in history provides the "connective tissue" between centuries-old policies and modern-day outcomes. The Historian's role is to connect Past Actions to Present Disparities. Historians provide the data which proves how and why historical actions directly led to today's gaps in wealth, health, housing, education and other aspects of life. Because reparations has always been met with fierce opposition, the Historian's research must be impeccable and able to withstand intense legal, scientific, academic, political and journalistic scrutiny.

2) AFRICAN-AMERICAN STUDIES

A Ph.D. in African American Studies (also known as Africology or Africana Studies) is often a requirement for reparations study teams because this researcher provides the interdisciplinary framework necessary to chronicle the African-American experience, from pre-colonial enslavement to present systemic inequalities. While historians provide the facts and economists provide the numbers, scholars in this field provide the analytical and theoretical tools to interpret how race and "racialization" function across all levels of American society.

3) SOCIOLOGY

A Ph.D. in sociology is a requirement for a reparations study team because the Sociologist provides the scientific framework to analyze how past historical events have evolved into modern-day systemic inequalities. While historians document the events and economists calculate the financial impact, sociologists focus on how those events institutionalized racial disparities in modern society. Sociology researchers also manage large-scale community surveys and conduct in-depth oral histories with affected communities to capture the intergenerational trauma and other social harms which numbers alone often overlook.

4) AMERICAN STUDIES

A Ph.D. in American Studies is often a requirement for reparations study teams because the researcher provides the interdisciplinary framework necessary to analyze the intersections of American history, culture, and policy. While other specialists focus on specific data points (like lost wages or legal statutes), American Studies scholars specialize in the "comprehensive and accurate illumination" of

how systemic disadvantage was woven into the fabric of American life and track how "interrelated racial harms" compound across different sectors of society.

5) ETHNIC STUDIES

A Ph.D. in Ethnic Studies is a priority for reparations study teams because these scholars are uniquely focused on theorizing race, ethnicity, and power across different sectors of society. While other experts handle specific data points, Ethnic Studies scholars specialize in the "decolonial" and "anti-racist" lens required to translate historical findings into transformative policy. Scholars in this field prioritize "lived experience" and "collective narratives" over purely Eurocentric academic norms. This is critical for ensuring that reparations proposals are developed in collaboration with affected communities, a key standard for modern study teams.

6) LAW

The Doctor of Juridical Science (S.J.D. or J.S.D.) is the most advanced, terminal research doctorate in law, equivalent to a Ph.D. The S.J.D. is often a requirement for reparations study teams to provide the legal architecture and constitutional defense necessary for reparative policies. While most attorneys hold a J.D. (Juris Doctor), a Ph.D.-level researcher is frequently mandated to lead the high-level scholarly analysis of international human rights and transitional justice frameworks.

7) ECONOMICS

A Ph.D. in economics is a standard requirement for a reparations study team to provide the high-level technical expertise and rigorous data analysis needed to quantify centuries of lost generational wealth and other systemic harms. The inclusion of a doctoral-level economist is critical for establishing a defensible "fiscal model of compensation" as well as the essential "Cost-Benefit Analysis" detailing the economic benefits reparations will potentially generate not just for the recipients, but for the entire society.

8) PUBLIC POLICY

A Ph.D. in Public Policy is required on reparations study teams because this researcher provides the implementation bridge between historical research and actionable government legislation. While other scholars focus on documenting past harm, Public Policy Ph.Ds. specialize in "feasibility analysis"—determining exactly how a government can legally and logistically distribute billions of dollars in redress. Public Policy experts design the specific "delivery mechanisms" for reparations, such as cash payments, down-payment assistance programs, tax credits, or educational grants. They ensure these programs are scalable and reach the intended recipients. They also analyze how reparative funding will benefit government resources, a critical factor for gaining legislative approval.