

Supplier Diversity Inclusion Plan • Fiscal Year 2018

Agency: Washington State Department of Transportation

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The Washington State Department of Transportation (WSDOT) plans to increase participation of minority, small, veteran, and women owned businesses via the following measures¹:

1) WSDOT will continue implementation of its Mentor Protégé Program to increase diverse business participation in highway construction and consulting contracting. This program comprises the following elements:

- 30 to 50 Mentors and Protégés participating with meaningful technical assistance and partnership opportunities.
- Increased relationships between prime and diverse businesses.
- Increased capacity of diverse businesses to participate on WSDOT heavy highway construction projects.
- Increased minority, small, veteran, and women owned business participation or notable progress toward meeting the Governor's Results Washington Goals.

2) By fall 2018, if the Mentor Protégé Program is not demonstrating progress toward the Governor's goals, WSDOT will further evaluate implementing the Small and Veteran Enforceable Goals Program on the Connecting Washington funded projects. This program would likely consist of:

- Condition of award goals for small and veteran-owned firms.
- Additional tiered credit for small and veteran participation, based upon firm size and lack of history in working for WSDOT.
- Overhead reimbursement for prime contractors for satisfactorily implementing the program.
- Accountability through performance evaluations, review of Good Faith Efforts, and appropriate remedies if necessary.

3) WSDOT has implemented B2GNow, a Supplier Diversity Software System. This software tool will allow WSDOT to:

- Monitor the effectiveness of our state program and report our progress to the public, which will enhance the program's transparency.

¹ WSDOT is working with the minority and women's business community as well as prime contractors to determine the best approach to increasing Minority, Small, Veteran and Women owned business participation on state funded projects. While the above is WSDOT's current plan for improving participation, they are subject to modification.

- Improve agency monitoring of payments to minority, small, women, and veteran owned businesses.
- Improve communications to diverse businesses through targeted outreach for surveys, service assessments, and training opportunities.

4) WSDOT will continue its community engagement practices, including adopting best practices as identified by the Governor’s Subcabinet on Business Diversity:

- Engaging vested stakeholders through the Disadvantaged Business Enterprise (DBE) Program² Advisory Group.
- Attending many community and trade-based organization meetings to share information and upcoming projects with diverse businesses. WSDOT will continue this activity with an increased emphasis on local connections.
- Hosting and attending outreach events such as the Regional Contracting Forum, Business After Hours, Alliance Northwest, Regional Open Houses and other conferences targeted to diverse populations.
- Notifying firms of upcoming opportunities through the use of WEBS, other relevant websites, weekly email distributions, newsletters and handouts distributed at community and trade meetings.

5) To implement a successful Supplier Diversity Program, monitoring and transparency are critical, along with collaboration with partner organizations.

- To implement a successful state Minority, Small, Veteran, and Women’s Business Enterprise Program, WSDOT will continue its final implementation of B2GNow, a Supplier Diversity Software (e.g. most relevant divisions within WSDOT are using this software). With the application of this software, WSDOT will be able to expand the monitoring of our program performance in order to increase the effectiveness and transparency of our state program.
- WSDOT will continue to work with its agency partners, specifically the Governor’s Subcabinet on Business Diversity and DBE Advisory Group to resolve issues, enhance our programs and implement best practices.

² The DBE Program is similar in many ways to the state Minority and Women’s Business Enterprise Program; however, race-conscious enforceable goals are allowed under the DBE program as it is a requirement of federal-aid and not subject to RCW 49.60.400 (I-200).