



Roadmap to Contracting Equity

Governing Body — Governor's Subcabinet on Business Diversity

Attorney General's Legal Opinion (No. 2017-02)

Disparity Study

Standardize Race and Gender Neutral Measures*

Evaluate Race and Gender Neutral Measures

**YES,
IT'S
WORKING**

**Continue Race and
Gender Neutral Measures**

OR

**NO,
IT'S
NOT**

**Confirm Race and Gender
Neutral Measures not sufficient**

Consider Race and Gender Conscious Measures

*** Among agencies - policy, procedures, measures, training, adjustments.**

Subcabinet agencies and partners: Department of Enterprise Services • Department of Social and Health Services • Department of Transportation • Health Care Authority • Department of Corrections
Department of Labor and Industries (Represent 2/3 of state spending)

Office of Minority and Women's Business Enterprises • Department of Veteran Affairs • Commission on African American Affairs • Commission on Asian Pacific American Affairs • Commission on Hispanic Affairs
Department of Commerce • Governor's Office for Regulatory Innovation and Assistance • Attorney General's Office

The path to standardizing race and gender neutral measures among agencies

Community of Practice

The Community of Practice (CoP) provides support for agencies including resources such as model policies, tools and best practices as well as training support

Piloting: Six agencies representing
2/3 of state spending*



Check, adjust and expand CoP toolbox



Additional agencies join the CoP



Check, adjust and expand toolbox

Existing CoP Toolbox

Current Voluntary Measures

- Improved agency guidance and support voluntary goals
- Established model contract language
- Created guidance on targeted community engagement and outreach
- Merged statewide small business information for easier access
- Updated and merged resources for technical assistance
- Improved certification process
- Utilized inclusion plans in public works contracting

In Progress

- Establish nine model policies
- Provide guidance on supplier diversity training options and best practices
- Establish internal agency culture action team
- Utilize state's data sources to help inform supplier diversity efforts
- Improve methodology for tracking and monitoring good faith efforts
- Include diverse spending data from purchase cards
- Conduct proof of concept; measuring participation in client services and provider contracts

Subcabinet Agencies and Partners



*Represent 2/3 of state spending

