



Supplier Diversity Inclusion Plan • Calendar Year 2021

Agency: WA Center for Deaf and Hard of Hearing Youth

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2021 WA Center for Deaf and Hard of Hearing Youth Supplier Diversity Inclusion Plan

Agency's plan to increase participation of certified small minority, women, and veteran owned firms consists of three strategic components:

Strategic Component 1 – Evaluate prior diversity spend performance to identify increase diversity spend on purchases that directly support the agency's ongoing operations.

- This component will allow CDHY to take a low cost, high impact approach to increasing the diversity spend by identifying what vendors the agency has existing business with that are currently not registered vendors.
- Vendor opportunities are identified by comparative analysis of services provided in terms of: type of service, costs, and vendor similarities.

Strategic Component 2 - Established financial targets reflective of the agency's core business needs and trends.

Calendar Year 2020 Diversity Actual	\$10,050.23
Calendar Year 2021 Diversity Target Base Line	\$13,500.00
Change from Calendar Year 2020	+34%

- This financial target for CY2021 will act as a key performance measure moving forward, and is intended to be a minimum target.

Strategic Component 3 – Assess outreach options with procurement, agency program, and OMWBE staff on how to best use strategic component 1 to meet or exceed the targets established in strategic component 2.