



Supplier Diversity Inclusion Plan • Calendar Year 2021

Agency: Washington State Department of Transportation

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2021 Washington State Department of Transportation Supplier Diversity Inclusion Plan

Agency's plan to increase participation of certified small minority, women, and veteran-owned firms:

STATE FUNDED CONTRACTS – DIVERSITY ROADMAP

To increase small, minority, women, and veteran-owned businesses participation in WSDOT contracting and consulting, the department developed the [State Funded Contracts - Diversity Roadmap](#). The first step in this Roadmap was to implement a Capacity Building Mentorship Program. In 2018, WSDOT implemented the Capacity Building Mentorship Program.

Since the program's launch, the Capacity Building Mentorship Program participants have been surveyed frequently, and most participants noted an increase in gross receipts and overall satisfaction with the program. While the program has garnered success and positive feedback, it has not made sufficient progress toward the Governor's Results Washington Diverse Business Participation goals on WSDOT state-funded construction projects.

Therefore, in early 2021, WSDOT will be implementing a small and veteran's enforceable goals program. This program will only be implemented on construction projects, as the Capacity Building Mentorship Program has increased participation on consulting projects. Due to the success of the Capacity Building Mentorship Program, WSDOT will continue to partner with Sound Transit on its continued success.

WASHINGTON STATE SURETY BOND STUDY

In December 2020, a Study was completed by the Western Washington University's Center for Economic and Business Research for the Washington State Department of Transportation. The purpose of which was to evaluate the current contracting surety bonding market to determine accessibility and availability of bonds for under-represented firms. This Study identifies the



barriers for historically under-utilized businesses in the surety bond market. This Study was based upon relevant literature, market information, available data, and survey responses.

WSDOT will be working with the Governor's Subcabinet on Business Diversity on implementing the results of the Study.

CAPACITY BUILDING MENTORSHIP PROGRAM CONTINUES TO GROW

Since its launch in July 2018, the Capacity Building Mentorship Program has been growing. Cohorts One and Two of the mentorship program had 55 firms participate. These firms were surveyed and asked if they wanted to extend their pairings for another year, and 87 percent responded yes. Cohort Three members were finalized in August 2019 with 17 pairings. Cohort Four is in the process of implementation with 12 pairings of Mentors and Proteges. Cohorts One and Two have elected to continue their mentorship partnerships as they transitioned into Alumni Program (this is a two year commitment). This program is critical in reaching out and targeting underserved diverse businesses and expanding the pool of availability within each ethnicity.

DIVERSITY MANAGEMENT AND COMPLIANCE SYSTEM

WSDOT continues to use the Diversity Management and Compliance System (DMCS aka B2GNow) to monitor projects to monitor diverse business spend and ensure subcontractors are promptly paid in full. WSDOT provide diverse attainment information to internal and external stakeholders through newsletters, email distribution lists, outreach and networking events, and with members of its Disadvantaged Business Enterprise Advisory Group.

In 2021, WSDOT will be working with the Governor's Subcabinet on Business Diversity to implement DMCS on Administrative & Information Technology Contracts.

OTHER PARTNERSHIPS

WSDOT will continue to work with its agency partners, specifically the Governor's Subcabinet on Business Diversity and the DBE Advisory Group, to discuss concerns, enhance programs and implement best practices.



OUTREACH

Agency outreach has evolved with WSDOT as it has for all agencies. WSDOT is following the Governor's Coronavirus Response directives and not conducting the traditional public meetings or outreach events. While this has decreased our ability to interact with stakeholders face-to-face, WSDOT is utilizing the newest virtual platforms and electronic communications to ensure we are remaining inclusive in providing all companies the opportunity to participate in our contracting and consulting projects.

STRENGTHENING CONTRACTING PARTNERSHIPS AND OPPORTUNITIES

On November 18, 2020, WSDOT hosted a virtual conference for the construction and consulting industries. Speakers included the Deputy Secretary of Transportation, Keith Metcalf, as well as staff from Consultant Services, Ad & Award, Safe Harbor/Audit, Construction, Fish Passage Program, Mega Programs and various programs within the Office of Equal Opportunity. The purpose of the event was to provide networking opportunities for attendees, and host breakout sessions to learn more from WSDOT contracting experts on subjects surrounding doing business with WSDOT, the fish passage program, indirect cost rates, mega programs, DBE compliance and other topics of interest to small business owners.