



## Supplier Diversity Inclusion Plan • Calendar Year 2021

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**Agency:** Employment Security Department

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### 2021 Employment Security Department Supplier Diversity Inclusion Plan

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

ESD is committed to diversity in all facets of our agency including contracting and procurement wherever practicable. To this end, we think the following plan/practices will help us to increase our diversity spend.

By analyzing spend data, we see ESD spends the most on professional services. By understanding this, we can develop a consistent, equitable and repeatable strategy for procuring those services. While increasing diversity spend across the board would be ideal, agencies need to walk before they run. Targeting categories with the most spend and those that lend themselves naturally to diverse businesses will be the quickest way to meet the objective of changing procurement culture and lay the foundation for expanding diversity spend across all categories.

After review of our procurement practices, ESD is piloting a few new internal practices we are hopeful will be successful in ensuring diverse business gets a seat at the table.

1. Increasing the time solicitations are posted to allow more time for bidder responses;
2. Encourage purchasers across the agency to look at the OMWBE website prior to doing a direct buy elsewhere;
3. Post opportunities to the OMWBE and PTAC websites;
4. If educational demos are conducted prior to determining requirements, programs should include at least one OMWBE certified vendor if practicable;
5. Prior to posting to WEBS, check to see what bidders might be interested in the solicitation on the OMWBE website and proactively email them to let them know about the upcoming opportunity;
6. Chief Financial Officer presents diversity spend report to executive leadership as a monthly agenda item; and
7. Review Inclusion Plan strategy quarterly to evaluate success.