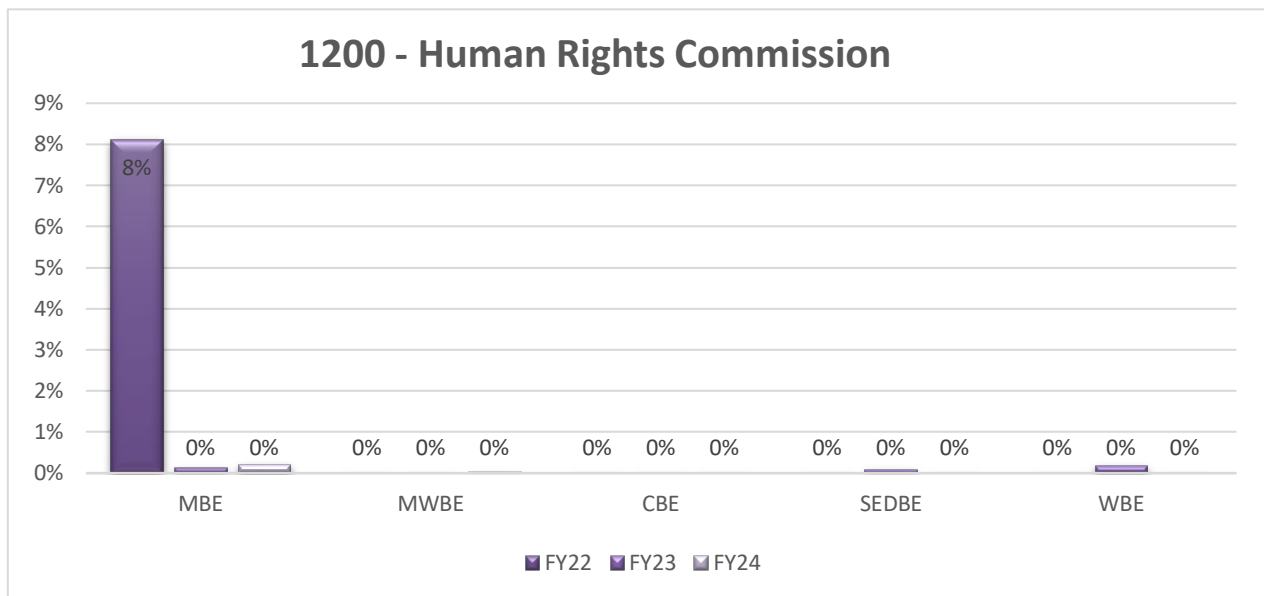


FY25 Business Diversity Spending Goal Plan – Washington State Human Rights Commission

[Governor's Supplier Diversity Subcabinet approved best practices](#)

(Agency graph showing spend comparison from FY22, FY23 and FY24)



FY 2023 – No spending goal established

FY 2023 – 0.17%

FY24 Spending Goal – 3.00%

FY24 Actual Spend – 0.20%

FY25 Spending Goal: 5.00%

Summary Statement:

As opportunities present themselves, Washington state Human Rights commission (WSHRC) will intentionally seek out certified businesses to provide goods and services where possible. WSHRC will look to access and use the resources offered through DES small agency procurement efforts. WSHRC will continue to make a conscious effort to identify patterns in contracting and procurement and create action steps to drive areas for improvement.

Steps your agency has completed to prepare for forecasting and steps remaining: WSHRC conducted review of its current contracts for goods and services. Identified areas of current diverse spending which presents opportunity for diversification. The agency will work to recognize which underrepresented

groups a company is hoping to target and identify the desired outcomes. WSHRC will work to align supplier diversity goals with the agency goals. WSHRC will promote supplier diversity efforts internally, engaging stakeholders at all levels within the agency. WSHRC will develop tracking tools and key metrics to measure progress and create accountability. WSHRC will utilize the OMWBE Certified Directory to seek out businesses that can provide the goods and services sought by WSHRC.

How are supplier diversity efforts managed within your agency:

Due to the small size of the agency WSHRC does not have a procurement department or staff solely dedicated to supplier diversity efforts.

Is your agency currently using the Outreach Module in Access Equity for marketing and connecting with Diverse Businesses?

No.

Are you using the Contract Compliance module in Access Equity to report your contract & purchase orders that include subcontractors (including statewide contracts)? Yes

How does your agency track efforts to notify businesses about purchasing and opportunities to bid on contracts?

WSHRC does not have a formal process in place. There will be efforts put in place in FY 25 to become more proactive in how the agency markets opportunities to diverse businesses. One way is to use OMWBE's website for contracts and procurements.

Your agency plan according to EO 22-01 should already be implemented. How has your plan aided in your efforts to increase your agency plan from last year?

To the extent possible, WSHRC has adopted and incorporated the Washington State Tools for Equity in Public spending. WSHRC continues to look for opportunities to conduct outreach. WSHRC will eliminate implicit biases in the selection of purchasing and vendor identification processes. WSHRC will explore more ways to ensure more competitive sourcing events and opportunities. WSHRC will work on not using the same handful of legacy suppliers when practical.

Did your agency's spend decrease for FY24? If so, what was the reason(s)? What perceived barriers did you face?

WSHRC is looking to change practices and policies that have not worked to increase the agency's spend. We will explore the right mix of actions, measurements, and processes that will enable the agency to build a more sustainable and impactful supplier diversity program.

What new efforts are you going to implement to try to increase your spending with small-minority and women owned businesses?

To help meet our 5% goal WSHRC will utilize the OMWBE Certified Directory to find businesses that can perform services sought.