



Supplier Diversity Inclusion Plan • Fiscal Year 2019

Agency: WA State Health Care Authority

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FY18 – FY19 WA Health Care Authority Supplier Diversity Inclusion Plan

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

Contracts – HCA's Office of Contracts and Procurements (OCP) has developed a Diverse Business Inclusion Plan that is included in all solicitations. The purpose of this document is to identify OMWBE certified Minority or Women Owned Businesses and small businesses certified by the Department of Veterans Affairs, as well as to identify their intent for utilizing diverse certified subcontractors. It is our intent to also follow-up with WEBS identified certified businesses personally to let them know when opportunities are posted.

Subcontractor Data Capture – HCA will encourage prime contractors to disclose any diverse small business subcontractor spend. Where this information has not already been disclosed, HCA will analyze current contracts to identify M/WBE and Veteran subcontractor spend, when possible.

Outreach Events – HCA will attend a variety of outreach events during the next year. These events may be identified through the OMWBE and DES event calendars, local business organizations, trade shows, and diversity fairs offered throughout the state of Washington. Examples of events from prior years are Alliance NW Trade Show, University of Washington Procurement Service meetings, and the IPMA Veterans Discussion.

Partnerships – HCA will collaborate with other state agencies to share information and develop innovative methods of advertising and encouraging small businesses to bid for HCA contracts. This includes, but is not limited to, attending meetings where contracts and diversity are agenda items (i.e., Washington Association of Contracts Specialists) and continual contact with OMWBE, DES, and DVA.



Purchasing and Procurement – HCA will continue to analyze its current purchasing system for opportunities to assist with capturing and reporting M/WBE and Veteran vendor spend. HCA's Purchasing Manager is working with the Performance Measurement Manager on a newly structured data tracker through Power BI. Once implemented, this program will extract data from multiple systems simultaneously in real-time with minimal effort, thus increasing our ability to report comprehensive diverse spend.

HCA's Purchasing Manager will continue to meet with its vendors throughout the year to discuss not only the supply needs of the agency, but to encourage vendors to help HCA meet the goals of diverse spend through the vendor's expanded connection with small business suppliers.

Training – HCA has developed a Contracts Academy to train critical HCA staff (i.e., Contract Managers) regarding the contracts process and provide information on the importance of supplier diversity. Many HCA employees have also participated in cultural diversity training within the past year, creating awareness of the disparities between groups of diverse backgrounds.

Challenges - Continued challenges to increasing diversity are related to I-200 and the inability to give preference to small, micro or diverse business. Additional challenges within Purchasing include the inability to count diverse spend with a small, micro or diverse business when the purchase is made via an agency Purchasing Card (P-Card).