



## Supplier Diversity Inclusion Plan • Fiscal Year 2019

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**Agency:** Department of Labor and Industries

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### FY18 – FY19 Department of Labor and Industries Supplier Diversity Inclusion Plan

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

#### Maintain Use of WEBS in 2019:

- L&I's business practice is to post all solicitations on WEBS. All solicitations are open and fair, rather than selective, promoting the use of all vendors wanting to do business with the state.

#### Continue Small Business Outreach in 2019:

- Contracts and Purchasing Office in conjunction with the Small Business Office will continue to attend annual events twice a year, providing vendor outreach. Prior to L&I posting a solicitation, staff notify known entities, which may not be registered in WEBS, to let them know to get registered for upcoming solicitations. Actively encourage businesses to seek OMWBE certification. The Small Business Liaison refers potentially certifiable firms to OMWBE.

#### Scope New L&I Strategies for 2019:

- Agency Partnerships: An agency team of contracting and purchasing professionals will continue to work to understand the needs of diverse contracting customers. L&I will explore partnership opportunities with other agencies with overlapping customer base. Continue working with DES to consider increasing direct buy limits, and assisting in statewide efforts to identify meaningful measures of opportunity.
- Process improvements and tool development for Contract Renewals. Build standardized work and document best practices for procurement professionals to use when evaluating Master Contract renewals and agreements. Agency staff will identify opportunities to evaluate the value of services provided by certified firms on Master



Contracts. L&I strives to engage with more certified firms listed on DES master contracts to deliver the best value for the agency.

- Explore risk-based approach for contracting. L&I will explore the options for risk-based contracting. We recognize the challenges facing small women, minority, and veteran owned businesses to engage with the complexity of our contracting language and processes. L&I will consider the risks and benefits of revising our standard contract language, templates, and procedures to make it easier to business with L&I.
- Begin developing dashboard. L&I is currently developing enterprise-level dashboards for key strategic, operational, and cultural measures. We are exploring what measures relate to Diversity, Equity, and Inclusion and show our progress towards this key agency value. Supplier Diversity metrics will be included in this design and connected with other measures and constructs across the agency. This will bring visibility to the performance, data, and improvement opportunities.