



Supplier Diversity Inclusion Plan • Calendar Year 2020

Agency: Department of Health

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The Department of Health (DOH) is committed to our Governor's initiative to increase supplier diversity.

Successes for 2019:

In 2019, we made the following progress toward our equity in contracting goals:

- Provided equity reviews and consultations to programs wanting technical assistance with their contracting and competitive bid opportunities
- Developed draft best practices for making competitive bid opportunities more equitable
- Developed and piloted an implicit bias training for bid review panels prior to scoring applications
- Conducted implicit bias training for the Office of Contracts and Procurement staff
- Incorporated equity in contracting discussions and mini-trainings as a standing topic in the Office of Contracts and Procurement all-staff meetings

2020 Strategic Planning:

In January 2020, we launched our new strategic plan. While the full plan is not yet finalized, it identifies four transformations we must undergo to efficiently and effectively achieve our vision in the next two years. One of the areas for transformation is equity, diversity, and inclusion (EDI), with strategic priorities to improve equitable access to contracting opportunities:

- Develop a comprehensive personnel learning strategy to advance EDI efforts
- Address structural and institutional inequities in DOH
- Implement activities to address implicit bias in DOH grants, contracting, and procurement processes



Specific Strategies for 2020:

- Offer implicit bias training for bid review panels
- Offer consultation and assistance from the DOH Community Relations and Equity team to programs as they develop bid scoring criteria, especially for contracting opportunities that are focused on serving certain communities
- Identify opportunities on master contracts to procure services from women- or minority-owned businesses
- Enhance DOH's contracts and grants web page to advertise current and upcoming opportunities
- Develop a sample vendor communications plan and pre-solicitation communications strategy
- Develop an early-planning implicit bias exercise tool for programs interested in proactively addressing bias in their processes during the early stages of planning
- Develop procedures to send solicitations to OMWBE
- Work with OMWBE to identify other opportunities to increase equity in contracting