



Supplier Diversity Inclusion Plan • Calendar Year 2020

Agency: Department of Children, Youth, and Families (DCYF)

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2020 DCYF Supplier Diversity Inclusion Plan

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

DCYF is the State Agency charged with the administration of multiple key programs related to the education, safety, and wellbeing of children. As such, DCYF has three primary functional areas in which these services are delivered: Early Learning, Child Welfare, and Juvenile Rehabilitation. The purpose of this memo is to outline the efforts that will be made, regarding supplier diversity and inclusion, during the 2020 calendar year.

Planning, Expenditures, and Outreach: The primary mission of DCYF is the delivery of high quality services to clients of the agency. As a result, DCYF contracts for a wide array of client services. Over the coming year, DCYF will continue to align its efforts with regard to the provision of those services. More specifically, DCYF will work to gain a better understanding of its provider community. Ensuring that providers reflect the communities they serve, while also delivering high quality services, is a primary focus of DCYF. Understanding the overall composition of our various provider communities, will then allow us to more effectively deploy outreach and recruiting efforts aimed at improving diversity and inclusion.

Non-Client Service Procurement: In addition to client service agreements, DCYF also contracts for a wide array of services which broadly support the agency. These agreements cover a wide array of topics and can include contracts for consulting, information technology projects, security guards, janitorial services, and much more. Over the coming year, DCYF will investigate the potential of using voluntary inclusion techniques within the body of procurement documents. More specifically, DCYF will consider evaluation criteria that award extra points for inclusion efforts through subcontracting. This effort would need to be reviewed by the Washington State Attorney General's office to ensure conformity with state law.

Contract Requirements: As part of the service development and review process, DCYF will also begin to consider the necessity of contract requirements. The goal here will be to ensure that unintentional barriers are not created through the imposition of new contract requirements. Also, when new requirements are implemented, thought will be given to how contractors may be assisted in meeting these new requirements.