

Supplier Diversity Inclusion Plan | Calendar Year 2020

Agency: Washington State Department of Transportation

Contact:	Earl Key	360-705-7095	KeyE@wsdot.wa.gov
	Name	Telephone	Email

Agency's plan to increase participation of certified Minority, Small, Veteran and Women's Business Enterprises (M/S/V/WBE):

The Washington State Department of Transportation (WSDOT) will continue its Capacity Building Mentorship Program to increase diverse business participation in highway construction and consulting contracting. The program's success is continually evaluated by the following targets¹:

- One hundred M/S/V/WBEs noted interest in participating. Since its launch in 2017, this program has paired 65 mentors with 78 protégés.
- Goal: 30 to 50 MSVWBE enrolled in the program to participate as protégés. Current enrollment is 40 protégés.
- Goal: 30 - 50 prime contractors and prime consultants enrolled in the program to participate as mentors. Current enrollment is 34 mentors.
- Goal: 80 to 100 percent of protégés have executed written development plans with their mentors. As of summer 2019, 64 percent of surveyed participants reported development plans as complete or almost complete.
- Goal: 30 to 50 percent of construction firms expand their North American Industrial Classification System Codes (NAICS). As of summer 2019, 38 percent of surveyed participants reported mentor assistance on expanding currently assigned NAICS codes.
- Goal: 30 to 50 percent of protégés get on track to increase their annual income. This can be based on awarded contracts, not actual dollars paid. This could include non-WSDOT owners as well. As of summer 2019, 54 percent of surveyed participants reported on track to increase annual income.
- Goal: 30 to 50 percent of protégés are participating in their first contract or subcontract with WSDOT or new private sector contracts. As of summer 2019, 54 percent of surveyed participants reported that mentor assistance led to new contracts with WSDOT or new private sector contracts.

¹ Overachievement in one area could compensate for shortfalls in another. The information reported is from 2019, a new survey is being conducted in early 2020.

- Goal: 10 to 25 percent of construction protégés have increased their bonding capacity through the mentoring process. As of summer 2019, 25 percent of surveyed participants reported mentor assistance in expanding bonding capacity.
- Goal: 10 to 25 percent of consulting protégés have gone from Safe Harbor to an approved Indirect Cost Rate (ICR). As of fall 2019, 23 percent of protégé participants have graduated from Safe Harbor to an approved ICR rate.

In April 2019, WSDOT, in partnership with Sound Transit and the Minority Business Development Agency, relaunched, renamed and expanded the Mentor Protégé Program as the Capacity Building Mentorship Program. Mentors are prime contractors or consultants are matched with protégés, owners of firms certified by Office of Minority & Women's Business Enterprises or registered as a small or veteran's business in Washington's Electronic Business Solution (WEBS). These partnerships actively strive to enhance the capabilities and increase participation of M/S/V/WBEs in the transportation sector.

WSDOT continues to follow the steps outlined in its [diversity roadmap](#). Analysis of the Capacity Building Mentorship Program has provided measurable evidence of program success but having not seen enough progress toward the Governors Diversity goals, WSDOT implemented additional race and gender-neutral measures in the summer of 2019. On a new Washington State Ferry vessel procurement and Federal Highway Administration approval, WSDOT is now implementing a Mandatory Small Business Enterprise (SBE) Program. Statewide trainings occurred for these new requirements. On August 1, 2019, WSDOT began setting enforceable SBE project goals on federal-aid projects determined to have sufficient opportunities. WSDOT anticipates that this effort will increase race-neutral diverse business participation, increasing WSDOT's ability to make significant progress toward the Governors Diverse Business Participation goals.

After an additional year, if race and gender-neutral (SBE) measures fail to increase participation of diverse firms in WSDOT contracting and consulting opportunities, WSDOT will follow the steps outlined in its diversity roadmap and implement mandatory race and gender-conscious goals on state funded contracts.

WSDOT continues to use the Diversity Management and Compliance System (DMCS) to monitor projects to ensure subcontractors are paid in full promptly. In addition, DMCS tracks the amount of diverse spend on WSDOT projects. WSDOT reports this information to internal and external stakeholders through newsletters, email distribution lists, at outreach and networking events and with members of its Disadvantaged Business Enterprise Advisory Group.

WSDOT continues to enhance its community engagement efforts to ensure all communities are informed and participating in all of our programs and activities. WSDOT will continue to work with its agency partners, specifically the Governor's Subcabinet on Business Diversity and the DBE Advisory Group, to discuss concerns, enhance programs and implement best practices.