



## Supplier Diversity Inclusion Plan | Fiscal Year 2019

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**Agency:** Washington State Department of Transportation (WSDOT)

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### **FY18 – FY19 Washington State Department of Transportation Supplier Diversity Inclusion Plan**

#### **Agency's plan to increase participation of certified Minority, Small, Veteran and Women's Business Enterprises:**

WSDOT will continue its Mentor Protégé Program to increase diverse business participation in highway construction and consulting contracting. This program comprises the following elements:

- One hundred Minority, Small, Veteran and Women's Business Enterprises (MSVWBE) noted interest in participating.
- Goal: 30 to 50 MSVWBE enrolled in the program to participate as protégés. Current enrollment is 43 protégés and 30 mentors.
- Goal: 30 - 50 prime contractors and prime consultants enrolled in the program to participate as mentors. Current enrollment is 30 mentors.

The program's success will be evaluated by the following targets . Overachievement in one area could compensate for shortfalls in another:

- Eighty to 100 percent of protégés have executed written development plans with their mentors.
- Thirty to 50 percent of construction firms expand their North American Industrial Classification System Codes.
- Thirty to 50 percent of protégés are 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.
- Thirty to 50 percent of protégés are participating in their first contract or subcontract with WSDOT or new private sector contracts.
- Ten to 25 percent of construction protégés have increased their bonding capacity through the mentoring process.
- Ten to 25 percent of consulting protégés have gone from Safe Harbor to an approved Indirect Cost Rate.

Program participants have already reported positive feedback and new contracts awarded because of their participation in the program. WSDOT is looking to grow the program in partnership with other government and non-profit organizations.

While the Mentor Protégé Program has demonstrated success so far, the program was officially implemented on July 1, 2018. The Mentor Protégé Program will be evaluated on July 1, 2019 to determine if the above program goals have been met.

WSDOT is following the steps outlined in its [diversity roadmap](#). If the Mentor Protégé Program is unsuccessful, WSDOT will implement race- and gender-neutral measures in the summer of 2019. These race- and gender-neutral measures will include a Small and Veteran Owned Business Program with enforceable goals, tiered participation, inclusion plans, overhead reimbursement, good faith efforts and sanctions.

After an additional year, if race- and gender-neutral measures fail to increase participation of diverse firms in WSDOT contracting and consulting opportunities, WSDOT will implement mandatory race- and gender-conscious goals in summer 2020.

WSDOT will continue using the Diversity Management and Compliance System (DMCS or B2GNow) to monitor projects to ensure subcontractors are promptly paid in full. In addition, DMCS is tracking the amount of diverse spend in 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 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.