



Supplier Diversity Inclusion Plan • Calendar Year 2020

Agency: WA State Employment Security Department

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2020 WA State Employment Security Department Supplier Diversity Inclusion Plan

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

ESD recognizes that small minority, women, and veteran owned firms play a key role in the health of our economy. In alignment with ESD's Mission to, *provide our communities with inclusive workforce solutions that promote economic resilience and prosperity*, we strive to promote an environment for entrepreneurial companies to succeed and create jobs for Washingtonians.

ESD strives to create a procurement environment that is inclusive and gives all businesses the opportunity to compete for contracting opportunities. Special attention is given to potential barriers that could disproportionately impact small minority, women and veteran owned firms over others. Small minority, women, and veteran owned firms across the State of Washington have demonstrated that they will compete when given a fair opportunity.

In pursuit of maximizing this participation, ESD's Supplier Diversity Plan procedures are to:

- Actively, routinely, and directly seek out qualified small minority, women, and veteran owned firms that can provide price competitive, high-quality commodities and services.
- Understand how ESD's procurement requirements impact small minority, women, and veteran owned firms and make appropriate adjustments in support of increased participation.
- Identify those commodities and services small minority, women, and veteran owned firms are underrepresented and determine opportunities to increase participation.
- Encourage large suppliers to actively partner with small minority, women, and veteran owned firms.
- Engage and partner with supplier diversity advocacy groups, nonprofits, trade associations and other state and federal agencies to assist in the development and competitiveness of small minority, women, and veteran owned firms through instructional and outreach activities.