



Supplier Diversity Inclusion Plan • Fiscal Year 2019

Agency: Employment Security Department

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FY18 – FY19 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 and diverse businesses drive our economy and contributes to the foundation of the state of Washington. Promoting an environment for entrepreneurial companies to succeed leads to job creation for all Washingtonians; which aligns with ESD's mission, values and vision.

ESD fosters a procurement environment that is inclusive and gives these businesses the opportunity to compete for contracting opportunities. The business relationships that are built from that expanded opportunity can provide value both to the state of Washington and the business owners which will have a positive impact in our communities.

Small and diverse businesses across the state of Washington have demonstrated that when given the opportunity to compete they will. ESD will award contracts to small and diverse businesses using an open, transparent and competitive solicitation process; based on demonstrated performance, competitive cost and the potential for success.

Further, ESD recognizes that there are many advantages to maintaining and fostering competition in the procurement of goods and services, and believes that such competition can and should be accomplished without granting preferences based on race and/or gender.

ESD's Supplier Diversity Plan objectives are to:

- Actively, routinely, and directly seek out qualified small and diverse business enterprises that can provide price competitive, high-quality commodities and services.
- Ensure that small and diverse businesses enterprises are fully aware of the requirements to participate in ESD procurement and contracting opportunities.
- Identify commodities and services in which small and diverse businesses are the most competitive.
- Encourage large suppliers to actively partner with small and diverse businesses.



- 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 and diverse businesses through instructional and outreach activities.

- Ensure that procurement and contracting professionals involved in the selection, evaluation and/or approval of vendors and contractors share the responsibility for the practices stated in this policy.

- Identify and remove barriers to entry for small and diverse firm.