

<p align="center"><b>Barrier</b>  <b>(setting priorities) (non-legislative preference)</b>  (x) = External Engagement Subcommittee Identification of barriers</p>	<p align="center"><b>EXTERNAL STAKEHOLDERS COMMENTS</b></p>
<p><b>Section 1: Planning (“start early”)</b></p>	
<p>Outreach (external and internal, engagement, stakeholders) (1)</p>	<p>We have found out that a few small businesses are looking for one place where everyone can go.</p>
<p><b>Networking (network access, no “old boy network”) (1)</b></p>	<p>We agree and are still looking out how this can be resolved.</p>
<p>Internal policies (SOPs, programming)   <i>See also Inclusion Plans and Contract Language</i></p>	<p>We highly recommend that the owner/agency should adopt and or develop accountability measurement plan.</p>
<p><b>Contract Sizes and Scopes (“right-sizing”, aka “unbundling”) (4) (8)</b></p>	<p>We are not certain of any appropriate course of action on this...It’s the business that needs to come up with parameters not primes/owners - perhaps this can be a partnership/ teaming up or training item?</p>
<p>Shared Rosters</p>	<p>This is common practice. Almost all are using OMWBE - perhaps get an update and identify more precise questions.</p>
<p>Forecasting (4)</p>	<p>This can also be a part of the item for Networking, announcements and utilizing association platforms and OMWBE website.</p>
<p>Goal Setting   <i>See legal comments</i></p>	<p>Assign a manager for major pursuits from the owners side to make sure this happens, set accountability measurements. Set the goal as part of the RPF and assign more points to it, having the portion be 5-8% sends a weak message.</p>
	<p>The team that is held accountable, include with above comments</p>

Owner develops compliance team	the team that is held accountable, include with above comments and get goals that are attainable and measurable.
Pipeline and Business Development (13)	Include this on networking and outreach.
Federal Programming	Lump with Roadshow - education/awareness
Legal interpretations/disproportionate legal representation	Support Services Topic
<b>Section 2: Engagement ("transparency")</b>	
<b>Technical Assistance (9)</b>  <i>See also mentor-protégé</i>	There is a need for Pre-qualification for mbes. We strongly recommend Linda due to the DBE Support Services experience and feedback.
<b>Access to contracting information (7)</b>	Make this part of the item for Networking.
<b>Access to decision makers (4)</b>	Coaching opportunity - training business owners on proper business etiquette or professionalism. "Demeanor/ Proper Etiquette Training" is recommended.
Certification (5)	Include this with Outreach Training and Networking
Mentor-Protégé	A lot of information to how this program is operating, we need to gather more information and expand.
Owner staff training	This is a Outreach item if we just want to share the information or this a training item for owners/agencies.

Vendor Rotation <i>See also Rosters</i>	Get instructors that know what they are doing From Young: From a Prime's POV: "on call list" is established with vendors that is main focused around personal service and favors. It is my opinion that most business owners do not practice proper business development. That is the reason they Language that should be placed in RFP - Owner will need to provide guidelines of the process or the prime must provide their best foot forward with measurements of accountability and IMPOSE penalties and consequences. Perhaps assign a consultant/Auditor appointed by Owner to make sure Prime does their job. Give that department/agent to give Non
Advertisement and solicitations (4)	
<b>Section 3: Contract Requirements</b>	
<b>Bonding (9)</b>	Road Show
<b>Insurance (9)</b>	
Indemnification	Road Show/ Training/Mentorship/Support Services
Inclusion Plans (EEO)	Make it part of the proposal/RFP: assign point value: give it weight. 5-8% sends a weak message.
Solicitation Times (4) <i>(See Advertisement and solicitations)</i>	Road Show/Networking
<b>Prompt Pay/Quick Pay</b> (change orders?) (12)	Require the Prime to operate the DBE/MBE on each pay app. Make it a point that the owner assigns a special agent to pay attention to MBE/DBE companies expediting an advanced approval so the MBE/DBE is not stuck riding along a CO. Break it in two payout/month.
<b>Experience Requirements (4)(10)</b>	Recommend doing a detailed study to see what is available prior to making standards.

<b>"Bid Shopping"/bait n switch (14)</b>	Special Investigative Team to be Created with Attorney assistance, there is a compliance audit available and paid by owner. As activities like this happen - we must get to the bottom of it and start calling out individuals and not companies. Use a big hammer with this one. Again accountability measurements and consequences like penalties.
Scoring and Debriefs (4)	RFP has to have more stringent requirements and language. Use words like requirement not goal. Give this department more points/value. More value must be assigned or the primes will not take it seriously.
<b>Section 4: Monitoring, Reporting, Tracking</b>	
<b>Data Collection System (BDMS, B2G)</b>	
Enforcement (even "private" terms) (5)  <i>(See also inclusion plans)</i>	Special Investigative Team to be Created with Attorney assistance, there is a compliance audit available and paid by owner. As activities like these happen - we must get to the bottom of it and start calling out individuals and not companies. Use a big hammer with this one. Again accountability measurements and consequences like penalties.
Contractor Performance/Evaluation Programs (5)	
Reporting Type	we are looking forward to this
Business Growth Monitoring (9)	What are we going to do with that information? Should we spend the money and time if we don't know how we are going to use the data? I see this item as a great marketing/promotional/road show support material.
See also, inclusion and utilization monitoring	
CPARB/PRC Application	NO comment
Data Collection Process	
<b>Section 5: Discrimination and Harassment</b>	
Women-owned firm inequity (2)	What is the committee's end goal? Share the information or are looking to boost WBE's revenue? Desires should be part of the

RFP - put it in writing.

Workplace Safety (antiharassment, violence) (3)

From Young: This is 100 % true: I had to appear in King County Court as a Walsh Area Manager to protect African direct labor force from assaults in Seattle. Long story short and 15K later - a resident near the project was put under a special forced separation order enforced by SPD.

Retaliation and Retribution (4)

*More to report next time*

How do we prioritize and understand the consistency between the recommendations?