

## Capital Project Advisory Review Board Transportation & Diversity, Equity & Inclusion

Earl Key, Director of the Office of Equal Opportunity December 9, 2021

Roger Millar, Secretary of Transportation

Amy Scarton, Deputy Secretary of Transportation

## **Strategic Plan**

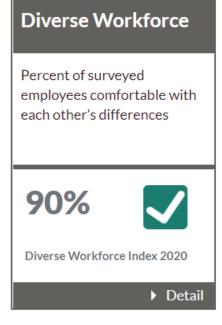


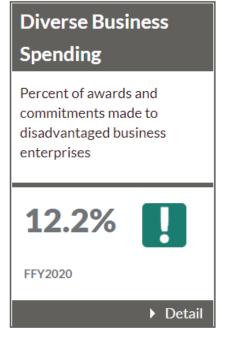
Strengthen commitment to diversity and engagement in all of WSDOT's business processes, functions and services to ensure every voice is heard.

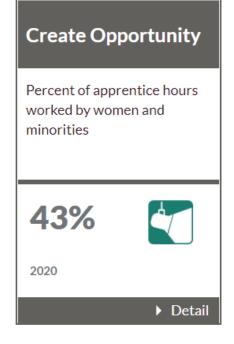
# Percent of surveyed employees who feel welcome and included at work

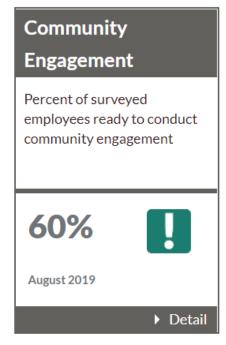


▶ Detail











### **State Funded Contracts - Diversity Roadmap**

#### **TODAY Current Voluntary Measures:**

- · Goals and Contract Language
- Inclusion Plans
- · Community Engagement
- Technical Assistance

Implement

New Race &

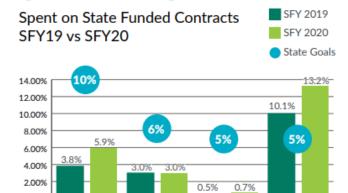
Gender Neutral

Measures

Capacity Building Mentorship Program

#### Progress is currently defined as:

- New WSDOT subcontracts and subcontractors
- New private sector contracts
- Increased bonding
- Increased gross receipts
- Increased bidding
- Decreased disparity



WBEs



#### Race and Gender Neutral Measures:

- Mandatory Small and Veteran Business Enterprise Program
- Condition of Award Goals
- Inclusion Plans

- Overhead Reimbursement
- . Good Faith Efforts
- Sanctions



MBEs

0.00%

#### 2022 OR 2023

**VOBs** 

#### Race and Gender **Conscious Measures:**

 Mandatory Minority. Veteran and Women's **Business Enterprise** Program

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#### MORE INFORMATION Jackie Bayne

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## **Diverse Business Program**

- State Program
- Federal Program
- Capacity Building Mentorship Program
- Supportive Services
- Trucking Consortium

## **Questions & Answers**

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