



Supplier Diversity Panel on Inclusion Plans and Other Strategies

2014 DES Training Conference & Trade Show

Presented by

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Nancy Locke for City of Seattle, Charles Wilson for City of Tacoma*

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PANEL QUESTIONS

1. How does each organization define an inclusion plan strategy?
2. What types of procurements regularly use inclusion plan strategies?
3. What types of procurements are future candidates for inclusion plan strategies at their organization?
4. What inclusion plan implementation challenges is the organization dealing with and what are the organization's strategies for overcoming those challenges?



Inclusion Plans & Other Strategies

Audience Questions

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State Enterprise Services

Supplier Diversity Program Vision

Know Them, Recruit Them, Be Aware of their share

Short Term

- Create The Supplier Diversity Program and multiply the effort through DES staff that engage with the business community.
- Improve processes for efficiency
- Track Effort and Report Outcomes
- Develop Supplier Diversity Partners and Community Relationships
- Promote respect for both the legal status and policy opportunity for supplier diversity in public procurement of goods and services and public works

Long Term

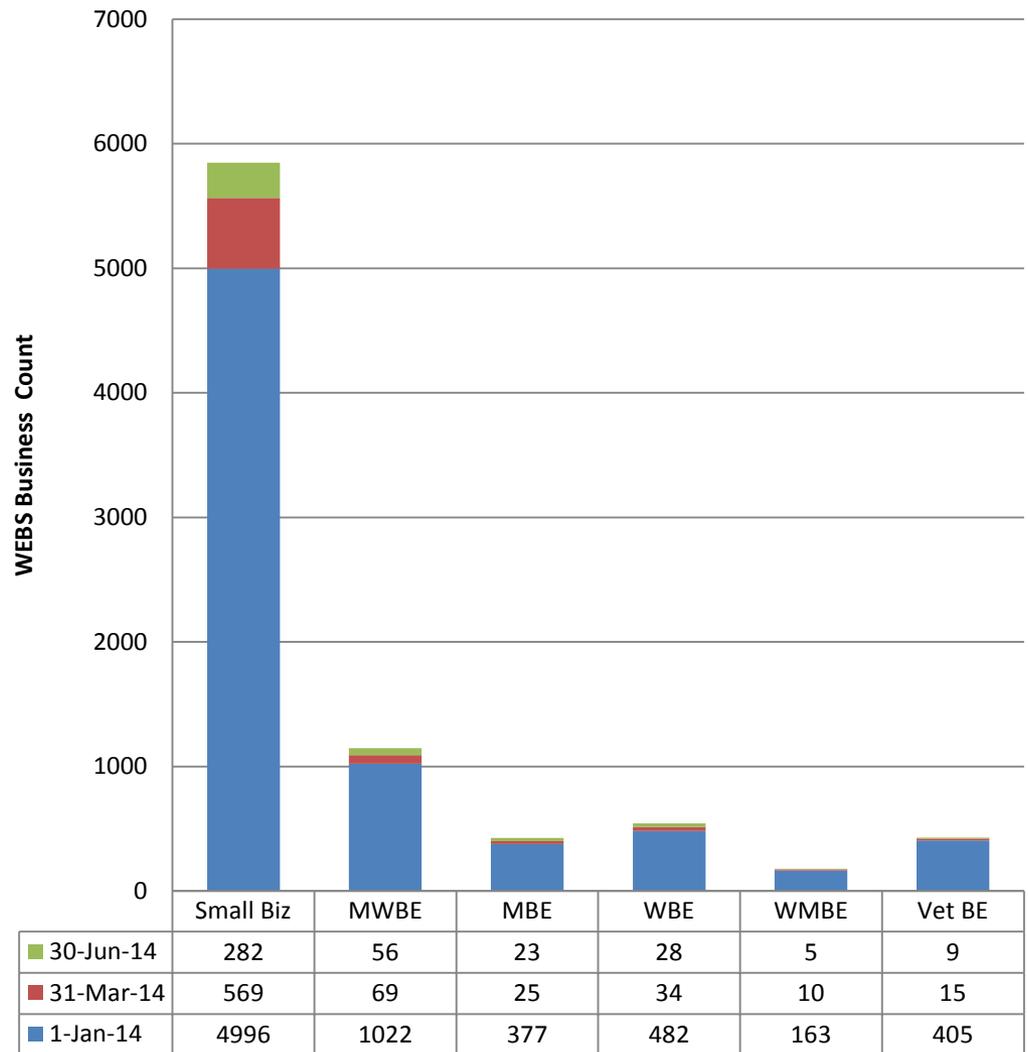
- Engage in systems impacts for supplier diversity data capture and reporting: WEBS, AFRS, Asset Works, New Financials, LNI apprenticeship
- Engage in legislative and policy efforts for new outcomes for the supplier diversity effort
- Develop a target approach for developing diverse supplier opportunities (what are the best projects and who are the best candidates and how do we attract them?)
- Develop a recognition program for the community of practitioners and participants

How not to report: Counting WEBS registered (outcome) without counting effort number certified by OMWBE, DVA

Next Business Strategy Report will set a goal to recruit 60% of certified firms for registration in WEBS.

Certification counts will represent the effort and WEBS registered counts will represent the outcomes.

State Enterprise Services Business Diversity Outreach Recruits 2014Q2



Problem

E&AS outreach to “diverse businesses” was a new process. An ad hoc approach was taken to rapidly respond to participation goals in new Executive Orders.

- The E&AS Outreach process varied.
- There was confusion within the agency, among business partners, and in the construction community about roles and responsibilities, costs and impacts.
- “Diverse business” participation goals are voluntary, and history of participation in public works was low.

Causes

- There was no standard process/procedures.
- Roles and responsibilities were not defined.
- Communication methods for reaching broad base of stakeholders in public work were inconsistent and insufficient.

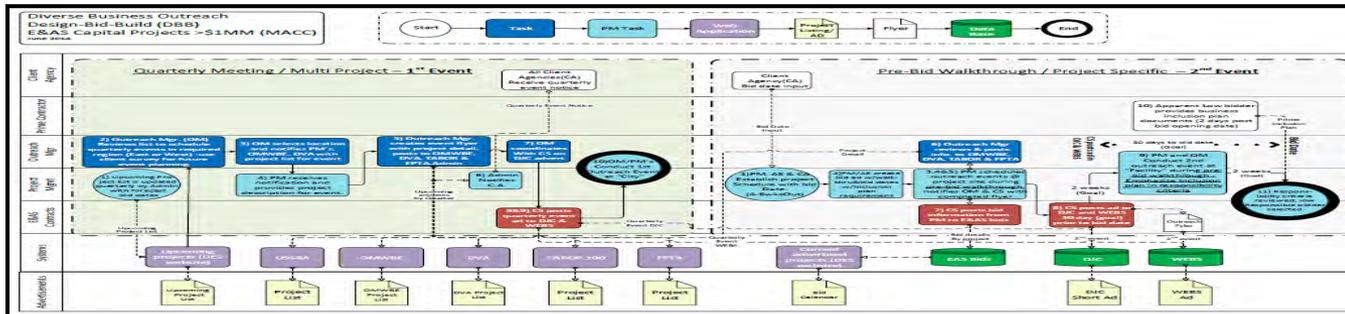
Solutions

Use Lean methods and principles to standardize the process.

- A Visio flow diagram of the process.
- Internal policy including background, intent, and principles/criteria to guide decision making.
- Internal procedure with step by step roles and responsibilities.
- Communication and training plan.
- Measurement and monitoring plan.

Results

- Documented standardized process including internal policy and procedure.
- Defined roles and responsibilities.
- Measurement and monitoring process in place to support continuous improvement.



**Visio Flow Diagram
of the New Standard
Process for EAS
Outreach**

Project Team

Jack Olson, Servando Patlan, Mike North, Yelena Semenova, Dino Othieno, Jim Steffens, Marziah Kiehn, Todd Flynn, Michael Maverick, Matt Ackerman

Lean Methods Used

Collaboration, Standard Work, Monitor and Improve, Process Flow Diagram

State of Washington E&AS Upcoming Project List

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Agency Name	Project Title	Location	Budget	Estimated Bid Date	Architect Engineering Firm	Manager	Notes:	July 2014 Pilot Outreach
Veterans Affairs, Department	2014-204 Replace Emergency Generator and Add Fuel Storage	Spokane Veterans Home	900,000	Winter 2014		Gloria Miller		X
Board for Comm./Tech. Colleges	2014-052 CCS Roof repairs	Spokane and Spokane Falls Community College	983,109	Summer 2014	DeNeff Deebie Barton	Gloria Miller		X
Department of Corrections	2014-310	Monroe, WA	1,090,000	Summer 2014	KMB	Nanette Graham		X
DSHS/OSSD/OCP	2014-407 Housing Unit Renovation	Naselle Youth Camp, Naselle	1,300,000	November 2014	KMB	Aaron Martinez		X
Board for Comm./Tech. Colleges	2014-093 Day Care Center	Skagit Valley College, Mount Vernon	1,500,000	September 2014	TBD	Bob Colasurdo	Schacht/Aslani Architects (PTS)	X
Board for Comm./Tech. Colleges	2014-062 Complex Renovation	Renton Technical College	1,583,000	TBD		Julie Nakahara	McGranahan Architects (PTS)	X
DOC	2014-305	Gig Harbor, WA	2,100,000	September 2014	Pennell Consulting Inc.	Nanette Graham		X
DOC/AHCC	2014-312		5,449,860	September 2014	DEI	Dwight Hollar	Airway Heights Corr. Ctr. (PTS)	X
Board for Comm./Tech. Colleges	10-008 Seattle Maritime Academy Replacement	Seattle Central Community College	10,000,000	TBD	Schreiber Starling and Lane Architects	Lee Knawa		X
Department of Enterprise Services	2014-028 NRB Garage Fire Suppression System Upgrade	East Capitol Campus	\$1,400,000	Summer 2014	Hultz BHU Engineers	Douglas McCudden		X
Department of Corrections	2014-309	Gig Harbor, WA	\$1,625,000	July 2014	Hargis	Nanette Graham		X
Department of Enterprise Services	2014-030 East Plaza Water Infiltration and Elevator Repairs	East Capitol Campus	\$10,000,000	Summer 2014	Hultz BHU Engineers	Douglas McCudden		X
DOC/MCC/TRU	2014-302		\$11,145,450	October 2014	KMB	Anna Crickmer		X
Board for Comm./Tech. Colleges	2014-230 Airport	Green River Community College	\$14,500,000			Julie Nakahara	In design	X
Board for Comm./Tech. Colleges	2014-829 Lab conversion roof replacement, repair projects	Whatcom CC and Bellingham Technical College	\$3,000,000	Summer 2014	Campus Architects	Marziah Kiehn		X
DOC/MCC/TRU	2014-308		\$4,354,270	August 2014	Hargis	Anna Crickmer	Monroe Correctional Complex (PTS)	X
DOC/OCC	2014-301		\$7,324,000	TBD	KMB	Ed Hampton		X
Pierce Transit	2013-246 Bldg. 4 Driver Lounge Renovation	Pierce Transit Headquarters, Lakewood	\$900,000	April 2014	SM Stemper Architects	Lee Knawa		X
Department of Corrections	WCCW 14-305	Gig Harbor, WA	2,100,000	September 2014	Pennell Consulting Inc.	Nanette Graham		X
Capitol Campus	12-002 Leg Building repairs	Capitol Campus, Olympia	\$1,000,000	June 2014	SHKS Architects	Janet Knoblach		X
Board for Comm./Tech. Colleges	2014-195 Pac Med	Department of Commerce	20,000,000	TBD		Chris Gizzi		X
Department of Ecology	12-903	Ecology Headquarters - Lacey, WA	2,500,000	6/26/2014	Hargis Engineers	Shenon Porter	Pre-award outreach event.	Yes / network with prime contractor
Department of Enterprise Services	2014-155 Underground Utilities and Drainage - Sid Snyder Ave.	Capitol Campus, Olympia	1,350,000	Summer 2014	Reid Middleton	Debra Delzell	Pre-award outreach event.	Yes / network with prime contractor
Board for Comm./Tech. Colleges	2012-050 Peninsula College, Fort Worden, Building 202	Peninsula College	4,000,000	June 2014	Schacht Aslani	Debra Delzell	Pre-award outreach event.	Yes / network with prime contractor
Board for Comm./Tech. Colleges	2014-029 Natural Resource Building Repairs Phase 1	Capitol Campus, Olympia	5,300,000	6/3/2014	SM Stemper	Debra Delzell	Pre-award outreach event.	Yes / network with prime contractor
Veterans Affairs, Department	2008-028 Skilled Nursing Facility	Walla Walla	37,000,000	August 2014	NJJB	Jim Steffens	Pre-award outreach event.	Yes / network with prime contractor
Board for Comm./Tech. Colleges	2008-210 Science Technology, Engineering and Mathematics Building	Clark College, Vancouver	41,061,000	6/17/2014	LSW Architects, PC	Dwayne Harkness	Pre-award outreach event.	Yes / network with prime contractor

