

		start calling out individuals and not companies. Use a big hammer with this one. Again accountability measurements and consequences like penalties.	<ul style="list-style-type: none"> 3. Any inclusion plan names are conditions of award 4. City of Seattle has a process 5. Federal Programs has a process 								
Scoring and Debriefs (4)	<ul style="list-style-type: none"> - Scoring not consistent with solicitations and appears the "favorite" was picked. - Often debriefs are not helpful to non-successful firms on how to really improve. 	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.	<ul style="list-style-type: none"> Samples 1. City of Seattle 2. UW 3. Sound Transit 4. DES (?) 		DES						
Section 4: Monitoring, Reporting, Tracking											
Data Collection System (BDMS, B2G)	No one is collecting inclusion data consistently and accessible to the public		<ul style="list-style-type: none"> 1. OMWBE/BDMS/One-Washington 2. PRC/CPARB summaries 		Aleanna/Brenda	X	X	X	X	X	X
Enforcement (even "private" terms) (5)	Many diverse firms are asked to "team" during solicitation to get diversity points, asked to be named on teaming agreements and inclusion plans and then once work is won are told by primes that the budget or project must go with another approach or firm, etc	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.	<ul style="list-style-type: none"> Substitution requirements extend to teaming agreements, and must use evidence-based to remove or substitute team members or risk termination 1. Federal 2. WSDOT 3. City of Seattle 		Olivia/Van	X					
Contractor Performance/Evaluation Programs (5)	For Inclusion Plans to be material to award and contracting, there must be evaluation and enforcement programs with scoring and/or consequence to not making the grade (Bobby Forch: influencing the tipping point of culture)		<ul style="list-style-type: none"> 1. Federal programs 2. City of Seattle 3. UW 		Olivia/Van						
Reporting Type	The State might bget more data if there were sample reports and types of reporting protocols that Owners/Primes could follow	we are looking forward to this	Samples and examples		Keith/Carrie						
Business Growth Monitoring (9)	No metrics/reports are available for understanding if diverse business inclusion is working and diverse businesses are growing. We need to know the "best practices" are working.	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.	(Testimonial – Adept Mechanical)		BDEI Committee				X		X
See also, inclusion and utilization monitoring											
CPARB/PRC Application	Recommendation that owner's wanting to use alternative public works and/or be certified to use the tools should show internal controls and increasing evidence of diverse business inclusion in their capital portfolio.		Application language should be suggested, and PRC process revisited.		Aleanna, Janice Zahn/Bill Dobyns						
Data Collection Process	No internal controls or practices for collecting data		See other similar topics		Aleanna/Brenda	X	X	X	X	X	X
Section 5: Discrimination and Harassment											
Women-owned firm inequity (2)	Women/minority-owned firms are less likely to receive awards over their white and male counterparts.	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.	<ul style="list-style-type: none"> 1. Port of Seattle 2. Sound Transit 3. City of Seattle 								
Workplace Safety (antiharassment, violence) (3)	Employees of color and women often are victims of violence, harassment, hazing and other forms of inappropriate treatment	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.	<ul style="list-style-type: none"> 1. Site safety protocols 2. See something say something 		City of Seattle (?)						
Retaliation and Retribution (4)	When complaints are filed regarding bid processes, etc. businesses that complain are "black-balled" or ignored and labeled as a nuisance; left out of processes...or much worse	No experience, no comment	Federal processes, federal laws								

Other resources:

Good Faith Efforts v. General Business Practices UW Guide