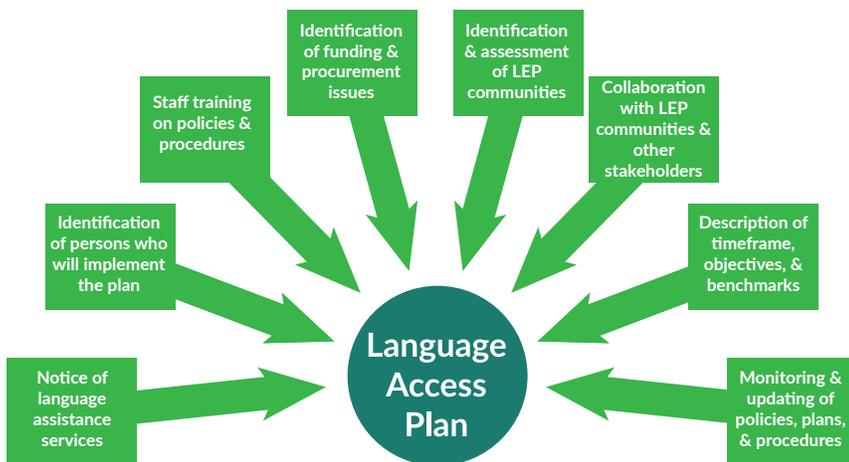


OFFICE OF EQUAL OPPORTUNITY NEWS

WINTER 2020

WSDOT'S LIMITED ENGLISH PROFICIENCY (LEP) ACCESS PLAN RELEASED

Inclusion is one of WSDOT's three goals within our strategic plan. Within this goal, WSDOT is strengthening our commitment to diversity and engagement in all WSDOT business processes, functions and services to ensure every voice is heard. The Office of Equal Opportunity (OEO) is responsible for ensuring everyone is afforded equal access to all of our programs and services (Title VI of the 1964 Civil Rights Act) and has developed a Limited English Proficiency (LEP) Access Plan to understand how to ensure accessibility for LEP persons.



A summary of WSDOT's LEP Access Plan, as well as the full report, can be found on [WSDOT's Equal Opportunity - Limited English Proficiency webpage](#).

WSDOT FEDERAL AVIATION ADMINISTRATION DISADVANTAGED BUSINESS ENTERPRISE PROGRAM DISPARITY STUDY 2019 RESULTS

In January 2018, WSDOT, in conjunction with Colette Holt and Associates, launched a statewide Disadvantaged Business Enterprise (DBE) Program Disparity Study. The intent of the DBE program is to create a level playing field for firms owned and controlled by socially and economically disadvantaged individuals on projects that receive US Department



OFFICE OF EQUAL OPPORTUNITY

The Office of Equal Opportunity provides leadership, direction, and guidance in carrying out its equal opportunity and civil rights responsibilities in compliance with state and federal guidelines.

of Transportation (USDOT) Federal Aviation Administration (FAA), Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) funds.

This study evaluated contracting data for 64 Washington state airports to determine the availability versus utilization of minority and women owned firms on FAA funded projects. The consultant conducted interviews and used electronic surveys to reach business owners and members of stakeholder organizations. The study included a statistical analysis of Washington state airports' contracting activities during Federal Fiscal Years 2012-2016 covering utilization of DBE firms compared to availability of DBE firms.

The study's findings are available here: <https://www.wsdot.wa.gov/sites/default/files/2016/05/09/OEO-Washington-State-Airports-Disparity-Study-Summary.pdf>

PRE-APPRENTICESHIPS INCREASE PARTICIPATION OF WOMEN AND MINORITIES IN THE TRADES

WSDOT received \$2 million in Connecting Washington funding for the 2019-2021 biennium to provide Pre-Apprenticeship Support Services grants to pre-apprenticeship training providers that increase the number of minorities and women gaining meaningful



employment in the highway construction trades. This underscores WSDOT's commitment to building a workforce that looks like the people and communities the agency serves.

Eight providers across the state have begun their outreach, training and educational programs after receiving awarded contracts during the acquisition process. Once awarded, a new Pass Program initiative

called WSDOT Youth DIRECT will connect young adults aging out of the foster care system and those leaving the Juvenile Rehabilitation community with Direct Entry Pre-Apprenticeship training opportunities and support services.

WSDOT & FHWA COLLABORATE TO PROVIDE HIGHWAY CONSTRUCTION SCHOLARSHIPS

WSDOT's On the Job Training Support Services Program, through partnership with FHWA, is in the process of awarding more than \$149,000 in tuition assistance to students across the state. These students are either just beginning their apprenticeships with the Operating Engineers; were already electricians, diesel technicians or CDL truck drivers; were enrolled in technical colleges; or were starting a Pre-Apprenticeship training program. The program is designed to increase support for women, minorities and other disadvantaged individuals interested in working in the highway construction trades.

Scholarship award amounts have been from \$500 to \$4,000 and have gone to students receiving training in the electrical field, CDL drivers, heavy construction operators, diesel technicians and others. Many of the awardees are first generation Americans, formerly incarcerated or have aged out of the foster care system. They are excited to receive these scholarship awards to further their education and training to begin work in the highway construction trades.

WSDOT PROGRAM PAIRS 65 MENTORS WITH 78 PROTÉGÉS AND CONTINUES TO GROW

WSDOT has paired 65 mentors with 78 protégés since the Capacity Building Mentorship Program (CBMP) launched in summer 2017. WSDOT re-launched the program with Sound Transit. The Minority Business Development Agency (MBDA) – Tacoma Business Center is administering the program. WSDOT's CBMP pairs prime contractors or consultants (mentors)

with owners of firms who are certified by the Office of Minority and Women's Business Enterprises or registered as a small or veteran's business (protégés).

Created in response to Governor Jay Inslee's diverse business participation goal, which is part of his Results Washington initiative, these partnerships seek to enhance the capabilities and increase the participation of minority, small, veteran and women-owned business enterprises in the transportation sector.

Additionally, Business Impact NW will administer loans to protégés participating in the program, with a total of \$750,000 in loans available from local credit unions. WSDOT, Sound Transit and MBDA completed the application and assessment rounds for Cohort 3, along with a Meet & Greet in Tukwila on June 19, 2019. This meeting allowed new program participants to meet and discuss potential partnerships. The 17 new mentor and 17 protégé pairings for Cohort 3 were announced in early August.

Cohort 4 of the CBMP will begin spring 2020.

To sign up for the Capacity Building Mentorship Program, please visit: www.mentorprotegeprogram.info

DBE SUPPORTIVE SERVICES RECEIVES A TOTAL OF \$324,000 IN FEDERAL FUNDING

The DBE Supportive Services Program recently received another round of funding totaling \$324,000 in federal dollars for Federal Fiscal Year 2019-20. Platinum Business Group was awarded a contract in late September 2019 to collaborate with WSDOT's OEO to administer the program. Funding is available to firms who are certified by the Office of Minority and Women's Business Enterprises as DBEs. This work is currently underway.

OEO'S RECENT DBE TRAINING IS A SUCCESS

On January 8, 2020, WSDOT's OEO hosted training at no cost to DBE's, with a focus on the essential elements of contract administration. Mary Lerdahl, of Emerald Consulting Services, LLC, led this training. Firms received an overview of specifications, with an emphasis on WSDOT specific contract special provisions. Firms were also presented with contract language review, change orders, reporting systems (DMCS), subcontractor obligations, and best practices to ensure equitable and timely payment for work performed.

Upcoming trainings will include bonding, liens and best contractual practices.

In 2017, WSDOT completed a DBE Program Disparity



WSDOT FALLS SHORT OF DBE GOAL IN FFY2019

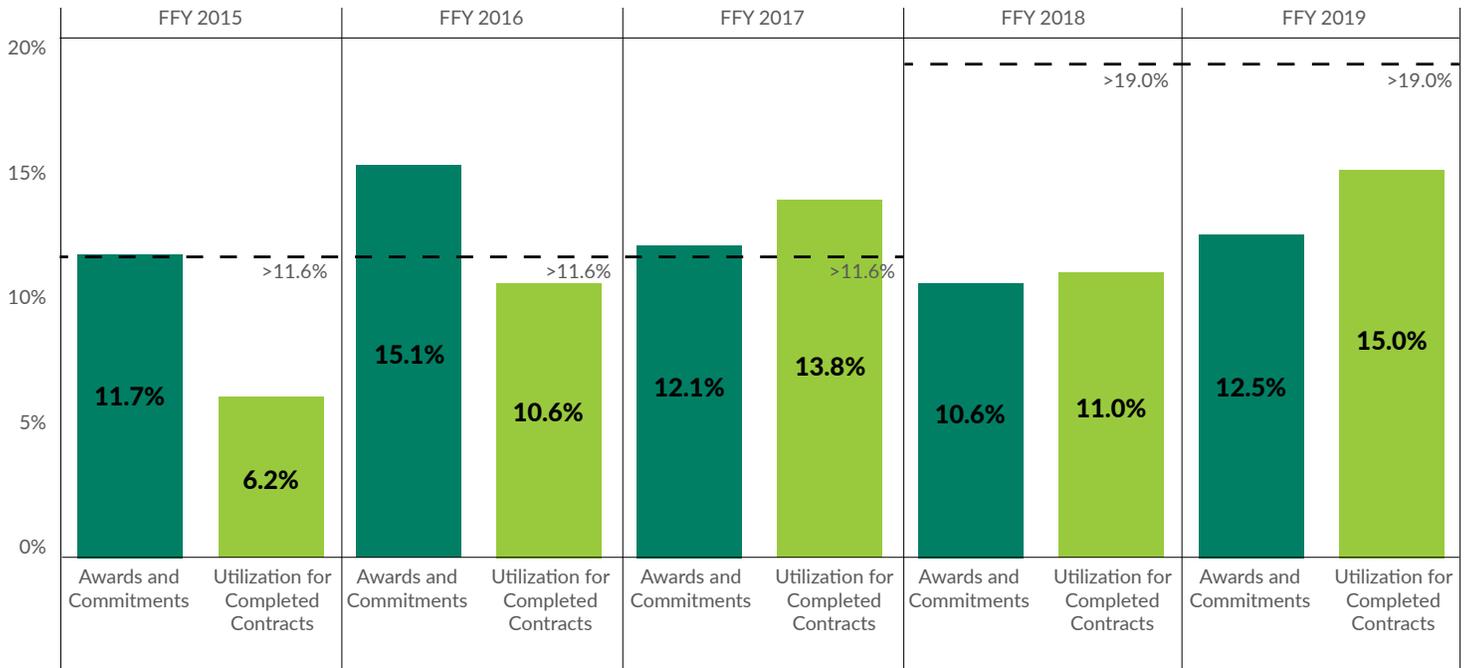
Study that analyzed the availability versus utilization of minority- and women-owned firms. This study is a legal requirement to implement the DBE program. The study noted a 19 percent availability of DBEs and WSDOT chose this figure as our overall DBE goal.

In 2017, the agency implemented a white-women owned business waiver. WSDOT does not count white-women owned DBEs toward individual project goals. White-women owned DBEs currently make up 10.3 percent of the 19 percent overall DBE goal. WSDOT is currently only able to set goals for minority owned firms, available at

8.7 percent. WSDOT will be unable to meet the current overall DBE goal until the waiver is removed. For more information regarding the waiver, please contact Jackie Bayne, WSDOT Office of Equal Opportunity at 360.705.7084 or BayneJ@wsdot.wa.gov.

WSDOT FHWA Disadvantaged Business Enterprise program unable to meet goal in FFY2019

Federal fiscal years (FFY)2015 through FFY2019



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Title VI Notice to Public: It is the Washington State Department of Transportation's (WSDOT) policy to assure that no person shall, on the grounds of race, color, national origin or sex, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise discriminated against under any of its federally funded programs and activities. Any person who believes his/her Title VI protection has been violated, may file a complaint with WSDOT's Office of Equal Opportunity (OEO). For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO's Title VI Coordinator at (360) 705-7090.