

# OFFICE OF EQUAL OPPORTUNITY NEWS

FEBRUARY 2019

## OVERVIEW

The Washington State Department of Transportation Office of Equal Opportunity is responsible for the following programs:

- Americans with Disabilities Act (ADA);
- Disadvantaged Business Enterprise (DBE);
- Equal Employment Opportunity Contract Compliance (EEO);
- Federal Small Business Enterprise (SBE);
- Minority, Small, Veteran & Women’s Business Enterprises (MSVWBE);
- On-the-Job Training (OJT);
- Pre-Apprenticeship Support Services (PASS);
- Title VI: Nondiscrimination in Federally Assisted Programs; and
- Tribal Employment Rights Ordinance (TERO).

For more information, please visit: [www.wsdot.wa.gov/EqualOpportunity](http://www.wsdot.wa.gov/EqualOpportunity)



## OFFICE OF EQUAL OPPORTUNITY

## TOP TEN PRIMES

While federally funded contracts have enforceable goals for Disadvantaged Business Enterprises, state funded contracts have voluntary goals for Minority, Small, Veteran and Women’s Business Enterprises. Following are the top ten Prime Contractors that exceeded the goals for diverse firms:

Prime Contractors and Consultants	Contracts Awarded to Diverse Firms
Perteet, Inc.	25.0%
Miles Resources LLC	23.8%
Cadman Materials, Inc.	20.5%
H.W. Lochner, Inc.	18.0%
CPM Development Corporation	15.4%
Granite Construction Company	15.0%
Interstate Concrete & Asphalt Company	14.6%
Central Washington Asphalt, Inc.	14.2%
Tucci and Sons, Inc.	13.7%
Lakeside Industries, Inc.	12.1%

The Office of Equal Opportunity is responsible for the Disadvantaged Business Enterprise, Minority & Women’s Business Enterprise, Title VI, Equal Employment Opportunity, American with Disabilities and the On-the-Job Training Support Services Programs. Our goal is to ensure that WSDOT is an organization that is free from discrimination in all program areas and promotes equity and equality during every facet of our day-to-day business activities.

## PRE-APPRENTICESHIP SUPPORT SERVICES PROGRAM

The PASS Program provides funding and support for training for women, minorities, and other socially and economically disadvantaged individuals desiring training and careers in the highway construction industry. As of July 2018, there have been over 500 PASS Program participants:

- Race and ethnic participation:
  - African American 15.8%
  - Hispanic 23.9%
  - Caucasian 33.8%
  - Native American 8.3%
  - Asian American 6.4%
  - Alaskan Native 1.1%
  - Pacific Islander 4.7%
  - Other 6.6%
- Gender participation:
  - 71% male and 29% female
- 89% overall program graduation rate

Organizations recognized by the Washington State Apprenticeship Training Council dedicated to providing services and training to women and minorities that desire entry into Highway Construction trades.

The next grant application cycle for 2019-21 will begin spring 2019. Register on Washington's Electronic Business Solution (WEBS) for information on this opportunity: <https://fortress.wa.gov/ga/webs/>.

### PASS SUCCESS STORY:

Apprenticeship & Non-Traditional Employment for Women (ANEW) welcomed a 52-year-old single mother living in Washington. She worked odd jobs to make ends meet, but was not satisfied with her career and wanted more. She heard about pre-apprenticeship training and was intrigued by the career opportunities, the benefits and pension that come with working construction. After attending an informational session, she learned she could have a career, provide for her family and send her daughter to college. She graduated from the 11

weeks of training with stellar marks and was selected to begin working with Local Union 528 Cement Masons and Plasterers. She is currently a Finisher working on a construction project for WSDOT. She loves her work and earns \$24.20 an hour.

## MENTOR PROTÉGÉ PROGRAM

WSDOT launched its [Mentor Protégé Program](#) in July 2018, in response to the [Governor's Results Washington](#) Goals. Now with Sound Transit joining the effort, the program is expanding and being renamed as the Capacity Building Mentorship Program.

The Capacity Building Mentorship Program is geared toward construction and transportation firms, and is designed to foster partnerships among successful large enterprises (mentors) and emerging small and diverse businesses (protégés). The program provides opportunities for participants to improve their business practices, grow their firms and develop relationships with other companies.

## DISADVANTAGED BUSINESS ENTERPRISE SUPPORT SERVICES

Funding for the DBE Support Services Program has not been received by WSDOT. We are anticipating receiving funding later this Federal Fiscal Year. As soon as WSDOT has more information, we will let you know.

## FEDERAL AVIATION ADMINISTRATION DISPARITY STUDY UPDATE

In January 2018, WSDOT on behalf of the FAA, began conducting a Disparity Study for its DBE Program. Colette Holt & Associates (CHA) is the consultant performing the study. The Study team is in the final stages of contacting regional airports and prime firms, in order to complete the collection of required documentation and data. This information is critical to developing an accurate analysis of the utilization of DBEs on FAA projects. If you have any questions, contact Colette Holt & Associates at [wsdot-faa-study@mwbela.com](mailto:wsdot-faa-study@mwbela.com) or call (855) 692-3529.

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**Americans with Disabilities Act (ADA) Information:** This material can be made available in an alternate format by emailing the Office of Equal Opportunity at [wsdotada@wsdot.wa.gov](mailto:wsdotada@wsdot.wa.gov) or by calling toll free, 855-362-4ADA(4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.

**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.