



DIVERSITY OVERSIGHT COMMITTEE

Quarterly Oversight & Status Review

Q1 2026 REPORT

DATE:
MARCH 2026

PREPARED BY:
Jonté Robinson
Just Here 2 H.E.L.P., LLC

I. Purpose

This report provides structured oversight visibility into Q1 2026 activity across the DOC's four strategic goals. Q1 focused on finalizing and initiating execution of the DOC workplan across all four strategic goals. The Committee made measurable progress in advancing certification alignment, workforce development planning, and governance structure, while positioning key initiatives for execution in Q2.

II. Goal & Objective Activity Review

Goal 1: *Maximize participation and utilization of local, small, and minority, women, and disadvantaged businesses.*

Objective	Lead	Q1 Activity	Status	Q2 Focus
Collaborate with Sound Transit and community partners to enhance regional outreach and participation among underrepresented firms.	Ricardo	Established shared understanding with Sound Transit staff on approach to evaluating community partner engagement and outreach gaps.		Review current partner relationships, identify opportunity gaps, and assess where additional outreach is needed to better reach underrepresented businesses.
Support strategies that expand and improve Technical Assistance delivery and participation among underrepresented firms.	Ollie	Sound Transit is progressing contract awards to enable program delivery.		Provide targeted recommendations to improve accessibility and utilization of Technical Assistance services.

Objective	Lead	Q1 Activity
Collaborate with Sound Transit and state partners to strengthen certification efficiency and promote accountability in prime and subcontractor relationships.	Curtis	- Met with Sound Transit to align on certification strategy and coordination with OMWBE. - Confirmed existing certification referral processes and partnership framework. - Established approach to prioritize certification for firms pursuing Sound Transit opportunities. - Identified use of contracting data to assess certification gaps and inform outreach. - Aligned on opportunities for coordinated access (e.g., Tabor) and stakeholder feedback mechanisms to improve certification efficiency and accountability.
Status	Q2 Focus	
	- Implement certification prioritization for firms pursuing Sound Transit opportunities. - Analyze contracting data to identify certification and capacity gaps. - Coordinate joint outreach and engagement efforts with Sound Transit and OMWBE. - Gather stakeholder feedback to inform improvements in certification processes and contracting accountability.	

Goal 2: *Maximize the utilization of apprenticeships on Sound Transit projects according to established goals.*

Objective	Lead	Q1 Activity	Status	Q2 Focus
Support strategies that enable minority and underrepresented apprentices to complete journey-level status.	Lisa	Reviewed system-wide apprenticeship utilization data and identified performance trends across active projects.		Review prior apprenticeship study and assess retention and completion trends to inform recommendations.

Objective	Lead	Q1 Activity	Status	Q2 Focus
Provide oversight and recommendations to improve retention and success of apprentices.	Leslie	Objective defined; work scheduled to begin in Q2.		Initiate analysis of apprenticeship retention and completion outcomes and develop recommendations.

Goal 3: *Promote & influence the diversity of the Sound Transit workforce especially in senior management positions.*

Objective	Lead	Q1 Activity	Status	Q2 Focus
Provide recommendations to advance diversity within the Sound Transit workforce, with emphasis on increasing representation in senior and management positions.	Leslie	The 2025 Year-End EEO and Diversity Report was distributed for review.		- Analyze 2025 Year-End EEO and Diversity Report data Identify gaps in representation at senior levels. - Develop recommendations for: - Diversifying candidate pools. - Strengthening retention strategies.

Goal 4: *Strengthen the Diversity Oversight Committee’s governance, visibility, and effectiveness to enhance accountability and partnership with Sound Transit.*

Objective	Lead	Q1 Activity	Status	Q2 Focus
Review and update the Charter, Board Motion, and guiding principles to ensure alignment with Sound Transit’s current equity and inclusion priorities.	Lisa	Completed review and updates to the Charter, Board Motion, and guiding principles to ensure alignment with Sound Transit’s current equity and inclusion priorities.		Objective complete. Will review in 2027.
Increase visibility and transparency through communications and reporting.	Lisa	Visibility and transparency through draft of the quarterly report and preparation for presentation to the Board of Directors.		Present quarterly report to the Board of Directors, establish a consistent reporting cadence, and expand public visibility through updated communications channels.
Ensure effective operations, accountability, and engagement among DOC members.	Lisa	- Finalized the DOC workplan and initiated execution across all strategic goals. - Strengthened coordination between DOC leads and Sound Transit staff to support implementation.		Establish meeting cadence and continued regular DOC engagement.

III. Dependencies & Constraints

- Delays in receiving historical apprenticeship retention and completion data.
- Pending delivery of segmented workforce (EEO) data and vacancy projections.
- Technical Assistance program; not yet fully implemented.
- Need for integrated data across workforce, contracting, and outreach activities.
- Capacity constraints within Sound Transit teams supporting multiple initiatives.

IV. Risks

- Leadership transitions (e.g., committee leadership changes) may impact continuity and momentum.

V. Forward Focus – Q2 2026

- Technical Assistance program implementation and performance monitoring.
- Apprenticeship retention and completion analysis.
- Workforce diversity strategy development (senior leadership focus).
- Small business participation gap analysis and targeted outreach.
- Strengthening the certification-to-contracting pipeline.
- Board engagement and DOC visibility execution.

