



DIVERSITY OVERSIGHT COMMITTEE

Quarterly Oversight & Status Review

Q2 2026 REPORT

DATE:
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PREPARED BY:
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I. Purpose

This report provides oversight visibility into Q2 2026 activity across the DOC's four strategic goals. During Q2, the Committee continued moving from workplan planning into implementation. Activity focused on reviewing outreach information, monitoring Technical Assistance implementation, strengthening coordination with Sound Transit and state partners, advancing workforce diversity review, increasing visibility through Board reporting, and supporting recruitment for new DOC members.

II. Goal & Objective Activity Review

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

Objective	Lead	Q2 Activity	Status	Q3 Focus
Collaborate with Sound Transit and community partners to enhance regional outreach and participation among underrepresented firms.	Ricardo	The Economic Development Engagement Report was received and reviewed.		Discuss recommendations with Sound Transit and identify practical next steps to strengthen partner engagement, expand outreach, and better reach underrepresented businesses.
Support strategies that expand and improve Technical Assistance delivery and participation among underrepresented firms.	Ollie	Sound Transit has awarded Technical Assistance contracts; however, the program has not yet reached full implementation.		Confirm program launch timeline, implementation details, service delivery approach, and when participation/utilization data will be available for DOC review.

Objective	Lead	Q2 Activity	Status	Q3 Focus
Collaborate with Sound Transit and state partners to strengthen certification efficiency and promote accountability in prime and subcontractor relationships.	Curtis	Discussed coordination between OMWBE and Sound Transit, including outreach alignment, referral pathways, certification support, data needs, stakeholder feedback, and use of the existing MOU.		Continue coordination between OMWBE and Sound Transit, align Tabor 100 office hours, document referral pathways, and identify any data or stakeholder feedback needed to support certification and contracting accountability.

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

Objective	Lead	Q2 Activity	Status	Q3 Focus
Provide oversight and recommendations that support the retention, success, and journey-level completion of minority and underrepresented apprentices on Sound Transit projects.	Leslie	- The two Goal 2 objectives were identified as overlapping and have been consolidated for clearer tracking. - The Committee is still awaiting the prior apprenticeship study and related information needed to review trends and develop recommendations.		Receive and review the apprenticeship study and related data; identify key findings, gaps, and recommendation areas to improve apprentice retention, success, and journey-level completion.

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

Objective	Lead	Q2 Activity	Status	Q3 Focus
Provide recommendations to advance diversity within the Sound Transit workforce, with emphasis on increasing representation in senior and management positions.	Leslie	The working group reviewed preliminary senior management workforce demographic data and identified additional data needed to support further analysis.		Establish a Goal 3 action plan with clear data sources, KPIs, responsible parties, and timelines. Continue reviewing enhanced workforce data and develop recommendations to strengthen recruitment, retention, succession planning, and accountability for senior-level workforce diversity.

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

Objective	Lead	Q2 Activity	Status	Q3 Focus
Review and update the Charter, Board Motion, and guiding principles to ensure alignment with Sound Transit's current equity and inclusion priorities.	TBD	The Charter, Board Motion, and guiding principles were reviewed and updated. Additional charter refinements have been identified for Q3, including attendance expectations.		Update the Charter to include attendance expectations and review any additional governance refinements needed to support committee accountability and participation.

Objective	Lead	Q2 Activity	Status	Q3 Focus
Increase visibility and transparency through communications and reporting.	TBD	The DOC was reintroduced to the Sound Transit Board of Directors and the broader community through the April Board presentation. The Q1 quarterly workplan report was also provided to the Board of Directors and Sound Transit CEO.		Ensure the DOC website is updated and continue expanding public visibility through updated communication channels.
Ensure effective operations, accountability, and engagement among DOC members.	TBD	The DOC workplan moved into implementation during Q2. Coordination between DOC leads and Sound Transit staff was strengthened, objective-level follow-up occurred, and recruitment for new DOC members was conducted to support committee capacity and continuity.		Identify a Chair and Vice Chair for the DOC, support onboarding and engagement of new members, maintain lead follow-up, and continue implementation of the workplan.

III. Dependencies & Constraints

The following items may affect continued implementation:

- Technical Assistance contracts have been awarded, but full program implementation and related participation/utilization data are still pending.
- Goal 2 remains dependent on receipt and review of the prior apprenticeship study and related retention/completion data.
- Committee leadership transition and new member recruitment may require additional coordination to maintain continuity and engagement.

IV. Risks

The following risks should be monitored:

- Delays in Technical Assistance implementation may delay DOC recommendations related to program access, participation, and utilization.
- Delays in receiving or reviewing apprenticeship data may slow Goal 2 analysis and recommendation development.
- Leadership transition and open committee seats may affect continuity, engagement, and meeting cadence.

V. Forward Focus – Q3 2026

Q3 focus areas include:

- Discuss partner engagement recommendations with Sound Transit and identify next steps for expanded outreach.
- Confirm Technical Assistance implementation timeline, service delivery model, and data/reporting touchpoints.
- Review the prior apprenticeship study and related retention/completion data once received.
- Identify a Chair and Vice Chair for the DOC.
- Update the Charter to include attendance expectations.
- Ensure the DOC website is updated.
- Support recruitment, onboarding, and engagement of new DOC members.

