



DIVERSITY OVERSIGHT COMMITTEE

Quarterly Oversight & Status Review

Q3 2026 REPORT

DATE:
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PREPARED BY:
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I. Purpose

This report provides oversight visibility into Q3 2026 activity across the Diversity Oversight Committee's four strategic goals. During Q3, the Committee continued implementing the 2026 work plan, focusing on senior-management workforce analysis, committee governance, recruitment and appointment of new members, and leadership transition planning. Several work plan areas remain dependent on additional coordination, information, or implementation by Sound Transit.

II. Goal & Objective Activity Review

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

Objective	Lead	Q3 Activity	Status	Q4 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. No additional activity during Q3.		Convene the work group to review the report recommendations and identify practical next steps to strengthen outreach and participation among underrepresented businesses.
Support strategies that expand and improve Technical Assistance delivery and participation among underrepresented firms.	Ollie	Technical Assistance contracts were awarded, and several task orders have been issued.		Convene the work group to review implementation progress, clarify DOC touchpoints, and identify next steps.

Objective	Lead	Q3 Activity	Status	Q4 Focus
Collaborate with Sound Transit and state partners to strengthen certification efficiency and promote accountability in prime and subcontractor relationships.	Curtis	OMWBE certification prioritization continued.		Convene the work group and coordinate with OMWBE and Sound Transit to identify next steps related to certification support and contracting accountability.

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

Objective	Lead	Q3 Activity	Status	Q4 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 apprenticeship study was not received during Q3.		Obtain and review the apprenticeship study and identify key findings, gaps, and recommendation areas.

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

Objective	Lead	Q3 Activity	Status	Q4 Focus
Provide recommendations to advance diversity within the Sound Transit workforce, with emphasis on increasing representation in senior and management positions.	Leslie	The work group reviewed senior management workforce data, including the 2025 year-end baseline and 2026 mid-year information. The group also reviewed appointments, acting appointments, and compensation data; discussed senior-level hiring practices and related workforce trends; and drafted initial recommendations and KPIs.		Continue refining recommendations, identify additional data needs, and meet with the Chief Economic Development and Civil Rights Officer to discuss a focused assessment of senior-level hiring practices.

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

Objective	Lead	Q3 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 was updated to incorporate attendance expectations. Chair and Vice Chair role descriptions were also finalized.		Review the Charter again in 2027 unless earlier updates are needed.

Objective	Lead	Q3 Activity	Status	Q4 Focus
Increase visibility and transparency through communications and reporting.	TBD	The DOC website was reviewed and recommendations were provided to improve content, accuracy, and visibility.		Confirm implementation of the recommended website updates and identify additional communication opportunities.
Ensure effective operations, accountability, and engagement among DOC members.	TBD	Two new members were selected and appointed. The onboarding process and supporting materials were completed, and preparation for orientation began.		Complete new member orientation and integration, continue recruitment, select the Chair and Vice Chair, and maintain work plan follow-up.

III. Dependencies & Constraints

The following items may affect continued implementation:

- Technical Assistance implementation is progressing, with several task orders issued; however, additional coordination is needed to clarify implementation status and DOC oversight touchpoints.
- Goal 2 remains dependent on receipt of the apprenticeship study and related retention and completion data.
- Goal 1 activities require coordination with objective leads, Sound Transit staff, and external partners before next steps can advance.
- Goal 3 requires additional workforce data and coordination with Sound Transit leadership to support continued analysis and recommendation development.
- Committee leadership positions remain vacant, and orientation and integration of newly appointed members are still underway.

IV. Risks

The following risks should be monitored:

- Continued delay in receiving the apprenticeship study may further delay Goal 2 analysis and recommendation development.

V. Forward Focus – Q4 2026

Q4 focus areas include:

- Convene Goal 1 work groups and advance follow-up on outreach, Technical Assistance implementation, and certification coordination.
- Obtain and review the apprenticeship study and identify retention and completion priorities.
- Continue the senior-management workforce assessment, obtain additional data, and refine recommendations and KPIs.
- Meet with the Chief Economic Development and Civil Rights Officer regarding senior-level hiring practices and next steps.
- Complete onboarding of the two newly appointed members and continue recruitment for remaining vacancies.
- Select the Chair and Vice Chair and begin the leadership transition.
- Confirm implementation of DOC website recommendations.
- Maintain work plan lead coordination and objective-level follow-up through year-end.

