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| Approved by: Signed by:<br><i>Goran Sparrman</i><br>Chief Executive Officer<br><i>Daphne Cross</i><br>Chief Diversity, Equity & Inclusion Officer | <b>Agency Policy 609</b>                              | Executive |
|   | Disadvantaged Business Enterprise Program             |           |
|   | Effective Date: 05/22/2021<br>Revision Date: 7/3/2024 |           |

## Disadvantaged Business Enterprise Program

### 1.0 Scope

- 1.1 This policy describes Sound Transit's commitment to its Disadvantaged Business Enterprise (DBE) program.
- 1.2 Sound Transit has established its DBE program in accordance with regulations of the U.S. Department of Transportation (USDOT), 49 CFR Part 26, and as a condition of receiving this assistance, Sound Transit has signed an assurance that it will comply with 49 CFR Part 26.

### 2.0 Policy

- 2.1 It is the policy of Sound Transit to ensure that DBEs, as defined in 49 CFR Part 26, have an equal opportunity to receive and participate in USDOT-assisted contracts.
- 2.2 Sound Transit's commitment and objective is to:
  - 2.2.1 Ensure non-discrimination in the award and administration of USDOT-assisted contracts.
  - 2.2.2 Create a level playing field on which DBEs may compete fairly for USDOT-assisted contracts.
  - 2.2.3 Ensure that the DBE program is narrowly tailored in accordance with applicable laws.
  - 2.2.4 Ensure that only firms that fully meet eligibility standards are permitted to participate as DBEs.
  - 2.2.5 Help remove barriers to the participation of DBEs in USDOT-assisted contracts.
  - 2.2.6 Assist in the development of firms that can compete successfully in the marketplace outside of the DBE program.
  - 2.2.7 Promote participation by all categories of DBEs in the DBE program.
- 2.3 The chief diversity officer serves as Sound Transit's DBE liaison officer. In that capacity, the chief diversity officer is responsible for implementing all aspects of the DBE program.
- 2.4 The chief diversity officer has direct, independent access to the chief executive officer concerning DBE program matters. Implementation of the DBE program is accorded the same priority as compliance with all other legal obligations incurred by Sound Transit in its financial assistance agreements with the USDOT.
- 2.5 Sound Transit periodically distributes this policy to the Sound Transit Board of Directors and to all employees of the agency.
- 2.6 Sound Transit distributes this policy statement to DBE and non-DBE business communities that perform work for Sound Transit on DOT-assisted contracts, by posting on the Sound Transit website, by electronic mail to all registered Sound Transit vendors, by electronic mail to certification entities, interested entities and individuals, and by direct mail to interested entities and individuals as requested.
- 2.7 In the event of any conflict between this policy and the law, DBEs are afforded all rights required by law.
- 2.8 Failure to comply with this policy may result in corrective action up to and including termination.