

Capacity Building Mentorship Program

PROGRAM UPDATE | JUNE 2020

BLACK LIVES MATTER



The recent violent and senseless deaths of Black people by those in a position of authority have highlighted our nation's legacy of systemic racism. People and communities across our state and nation are hurting and outraged. It is imperative for people to push for meaningful, systemic change across our institutions of power and privilege. We have a moral duty to work for a society that benefits all of its members, with equity and justice at its core. The Washington State Department of Transportation, Minority Building Development Agency, and Sound Transit are committed to the work of dismantling systemic racism in Washington state.

What is the Capacity Building Mentorship Program?

The Washington State Department of Transportation's Office of Equal Opportunity and Sound Transit's Office of Civil Rights, Equity & Inclusion, with a new program administrator—the Minority Business Development Agency, Tacoma Business Center—have partnered to continue the initial success of the Capacity Building Mentorship Program as part of its [State Funded Diversity Roadmap](#). The mentorship program arose as part of Governor Jay Inslee's diverse business participation goal in [Results Washington](#).

Under the mentorship program, a mentor firm provides its protégé with various forms of business development assistance and helps the protégé improve its ability to compete in the contracts arena. Mentors may provide assistance to protégés with proposal writing, internal management processes and procedures, and technical and skill development, among many other areas.

This program is intended to enhance the capabilities and participation of Minority, Small, Veteran, and Women Business Enterprises (MSVWBE), and underserved businesses that are able to perform work on transportation-related projects. We recognize that MSVWBEs often face challenges in securing public and private contracts compared to their larger counterparts. We further recognize that the best way to enhance opportunity and equity for MSVWBEs is to synchronize

the efforts of all involved parties to develop, implement and deliver a voluntary (or race-neutral) program, such as the mentorship program. The growth potential for firms taking advantage of this program is large and many early adopters have received contracts and became partners in the bidding process.

Members have access to capital.

Business Impact Northwest has combined its efforts with the program team, Verity Credit Union, Harbor Stone Credit and BECU to offer \$750,000 in loans to program participants. Click [here](#) to apply.

The Program continues to grow.

Since its launch in July 2018, the Capacity Building Mentorship Program has been increasing its own capacity! Cohorts 1 and 2 of the mentorship program had 55 firms participate and when asked if they wanted to extend their pairings for another year, an overwhelming 87 percent said yes.

Cohort 3 members were finalized in August 2019 and has 17 active pairings. View a complete listing of participants [here](#).

This program is critical in reaching out and targeting underserved diverse businesses, and expanding the pool of availability within each ethnicity. The below table shows the Protégé ethnicities in Cohorts 1-3:

Ethnicity	Total	%
African American	18	45.0
Asian-Pacific American	6	15.0
Caucasian	4	10.0
Hispanic American	7	17.5
N/A	1	2.5
Native American	3	7.5
Pacific Islander	1	2.5
Grand Total (unique businesses)	40	

Program updates and best practices.

On February 20, the current members of the program met in Tukwila. Program participants were provided updated program information, heard the executive team's continued commitment from the agencies for this capstone program, and participated in a guided workshop to share best practices.



PROGRAM CHANGES TO NOTE:

- Survey frequency: semi-annually (previously quarterly);
- Program duration: three years as an active participant, two years in alumni program (previously one year).

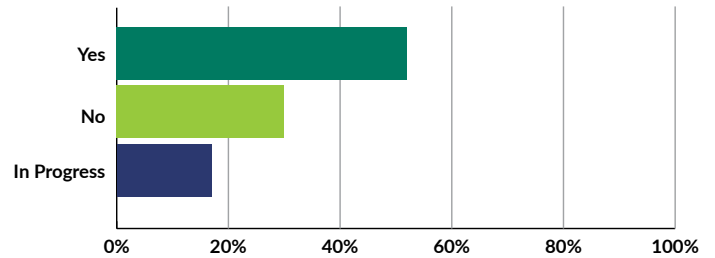
'Good quick survey. The engagement from all stakeholders - WSDOT, ST and Linda (MBDA) have been thoughtful.'

-Andrew Thompson, Granite Construction Company

Survey results show success.

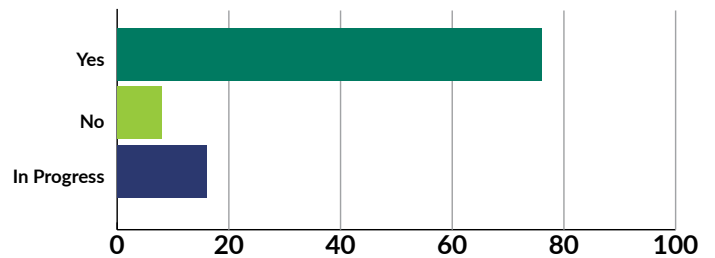
Over 70 percent of respondents report that they are partnering with their paired firm for contracting opportunities.

Has your mentor helped you pursue (partner for) and contracts or subcontracts with WSDOT, Sound Transit, Federal, Municipality, and/or another Private Entity?



If you are a participant who is seeking training and development needs beyond what your paired firm is able to provide, we encourage you to seek support through WSDOT's DBE Support Services and Sound Transit's Small Business Technical Assistance Program. The Puget Sound area is rich with resources available to help firms bridge the gap with their technical needs. We hope you will seek them out!

Are you providing your protégé with the training/development needs based on their development plan?



Survey results show that the mentors have an overall satisfaction rate of 99.08% (similar to last year's survey) and 82% for the protégés (11% decrease). Capital Building Mentorship Program participants consider the program a worthwhile use of their time. Mentors believe that their experience has been a valuable addition to their business, and they are in majority helping the protégé with their training and development needs based on the protégé's development plan.

Protégés' similarly regard their experience in the mentorship program as valuable and are encouraged with their business growth.

'I am most grateful for the opportunity. If it wasn't for my mentor's interest on my success then I would have gone out of business.'

-Marcela Alcantor, Alcantor and Associates

REGISTRATION FOR COHORT 4 IS NOW OPEN! INTERESTED FIRMS SIGN UP [HERE](#).

FOR MORE INFORMATION, PLEASE CONTACT:

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