

***2025 Sound Transit
Disparity Study
Office of Civil Rights, Equity, and Inclusion***

*Executive Committee
3/05/2026*



Introduction



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Objectives..... ●

Participation..... ●

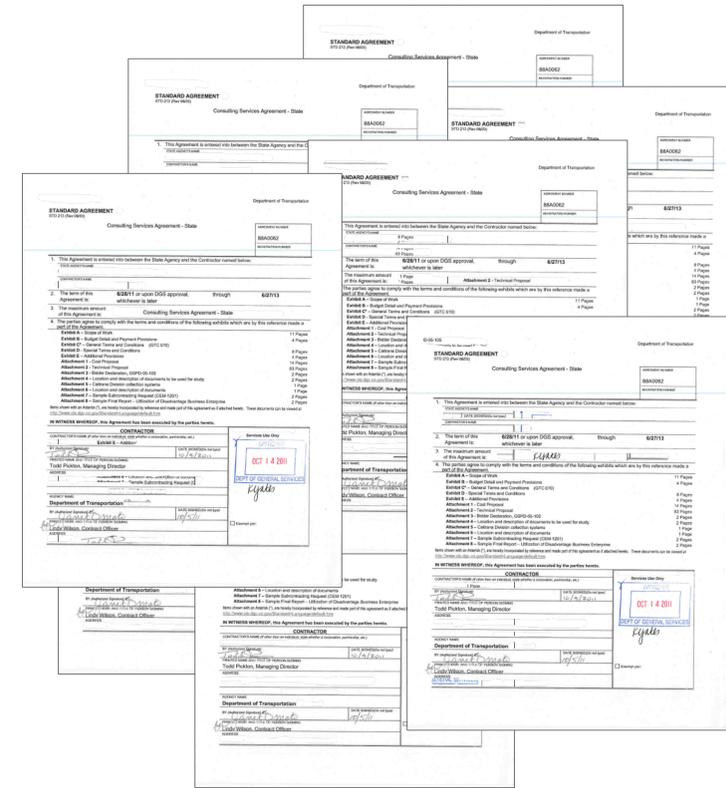
Availability..... ●

Disparity..... ●

Recommendations..... ●

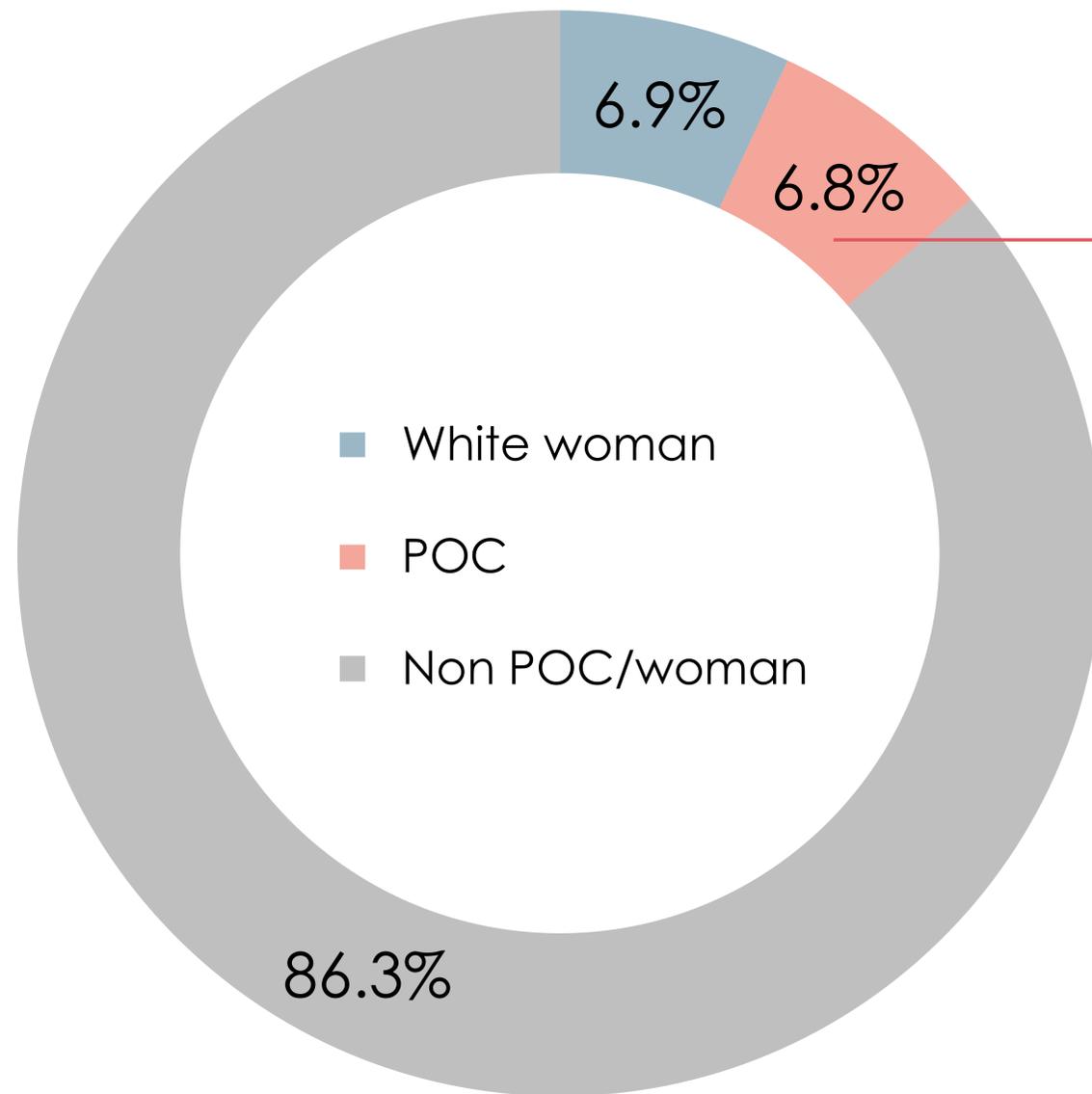


- Disparities (participation/availability)
- Marketplace barriers
- Business characteristics



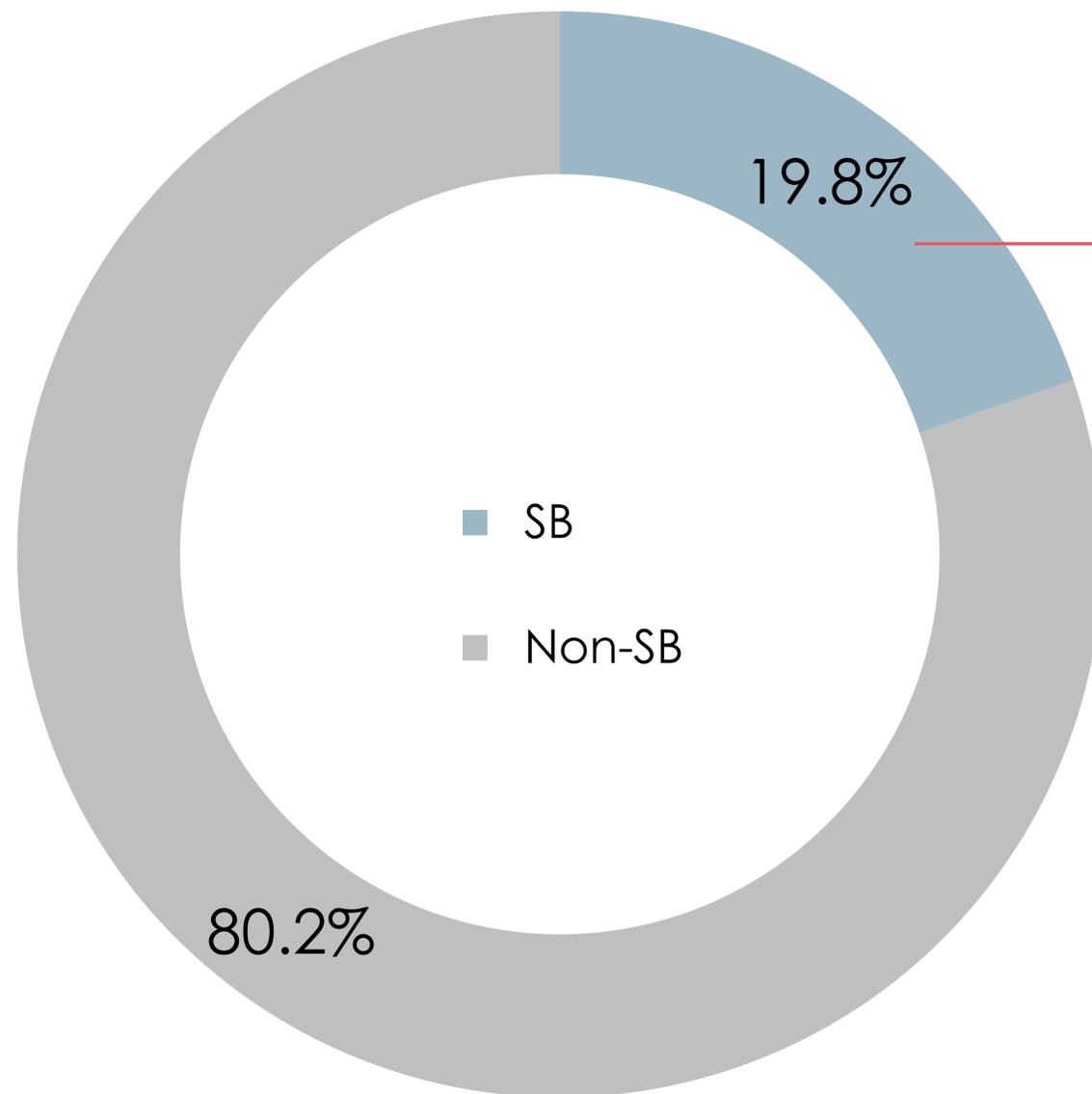
\$1.78 billion
(2020 through 2024)

DIVERSE BUSINESSES



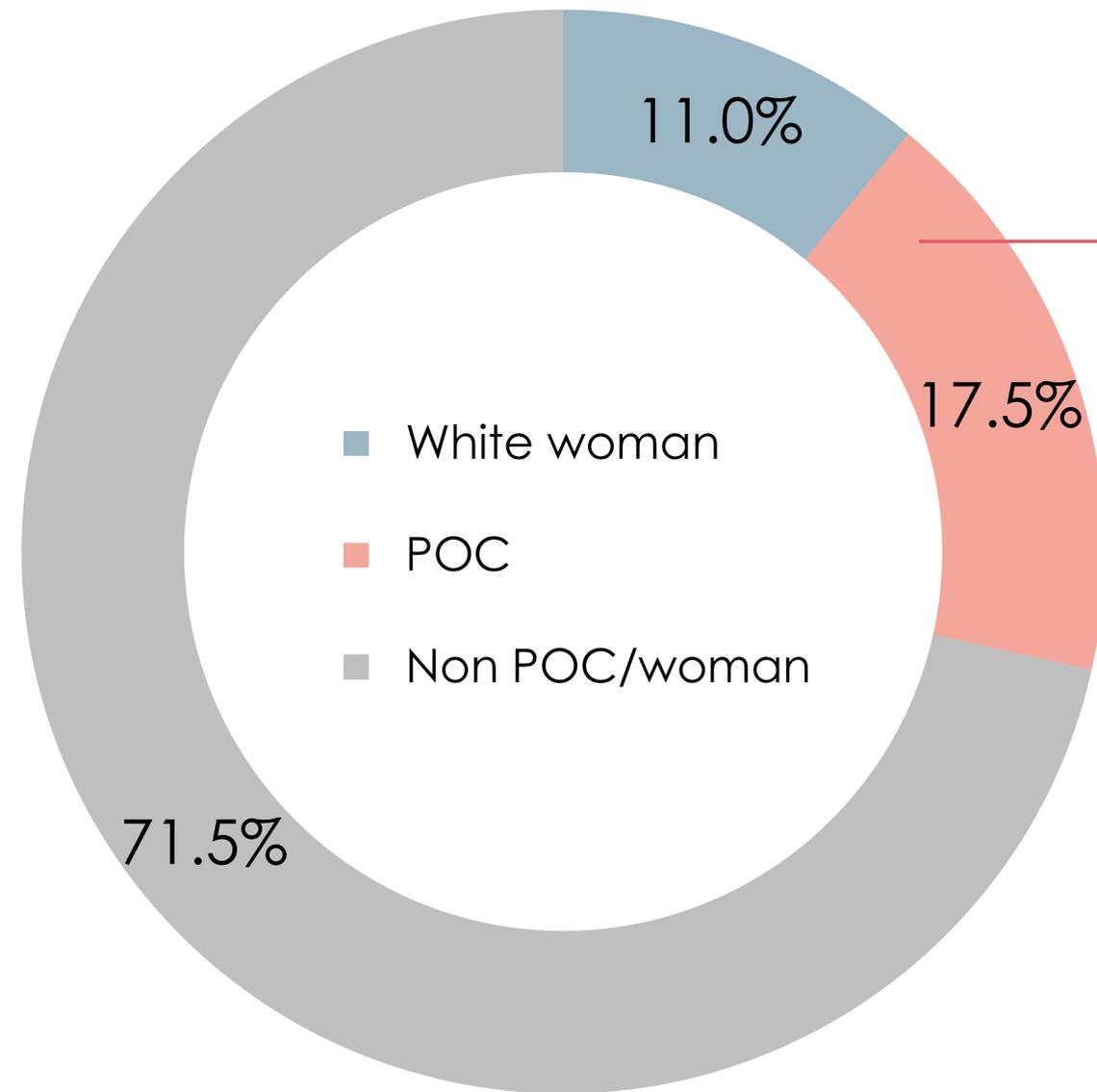
Asian Pacific	0.4%
Black	1.2%
Hispanic	4.5%
MENA	0.0%
Native American	0.5%
Subcontinent Asian	0.1%

SMALL BUSINESSES



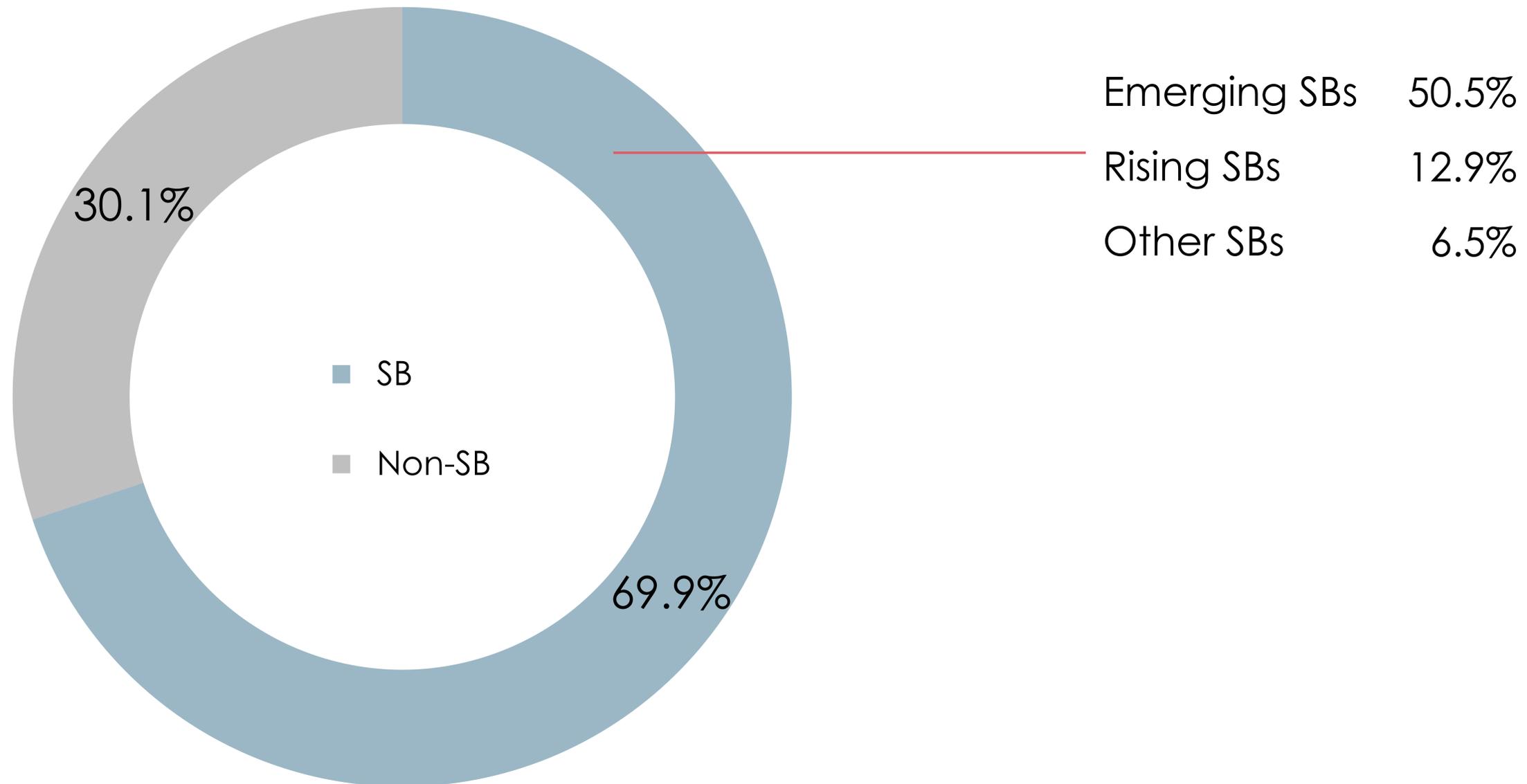
Emerging SBs	2.0%
Rising SBs	6.4%
Other SBs	11.5%

DIVERSE BUSINESSES



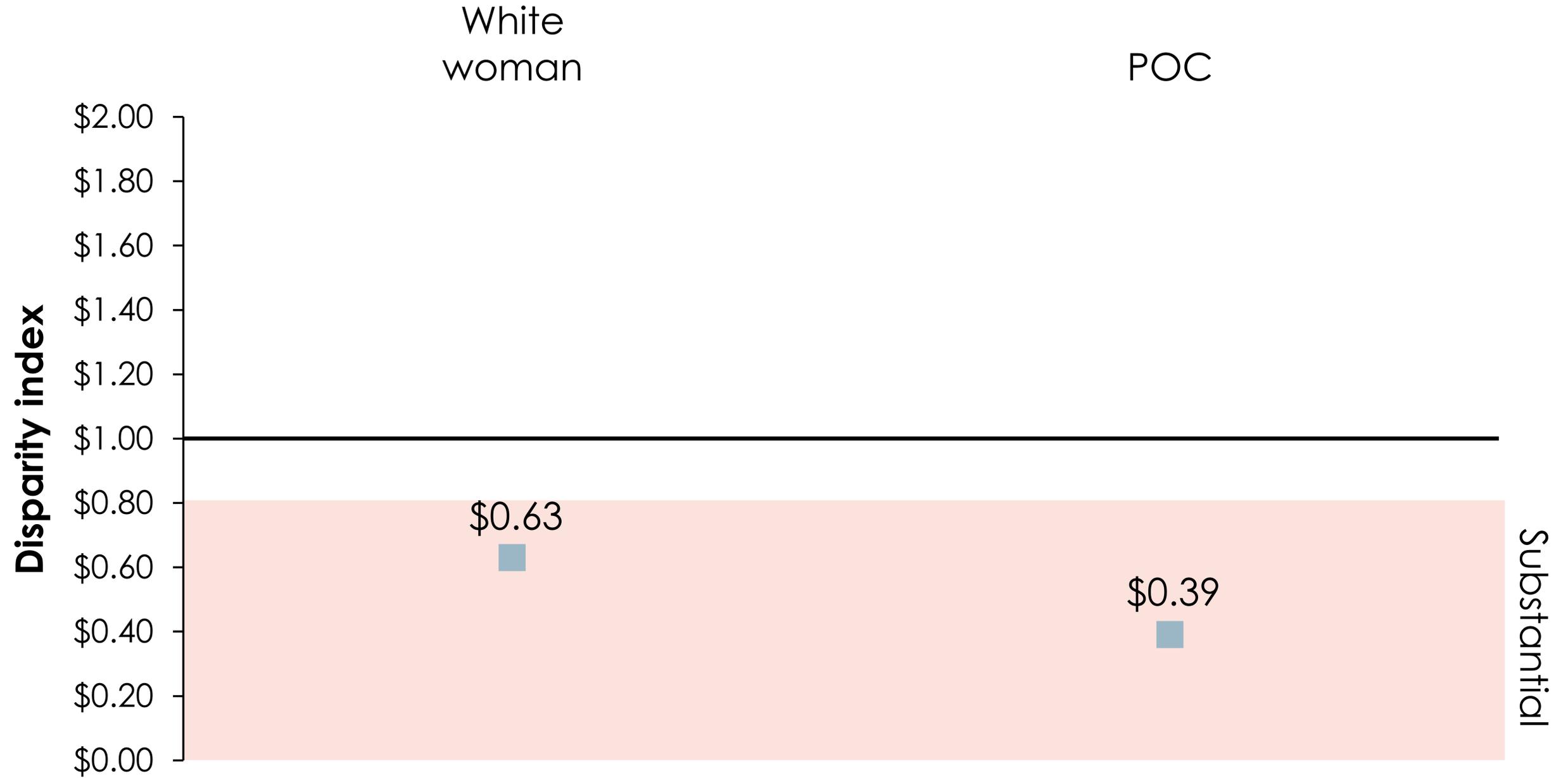
Asian Pacific	6.0%
Black	1.7%
Hispanic	5.9%
MENA	1.5%
Native American	0.8%
Subcontinent Asian	1.6%

SMALL BUSINESSES

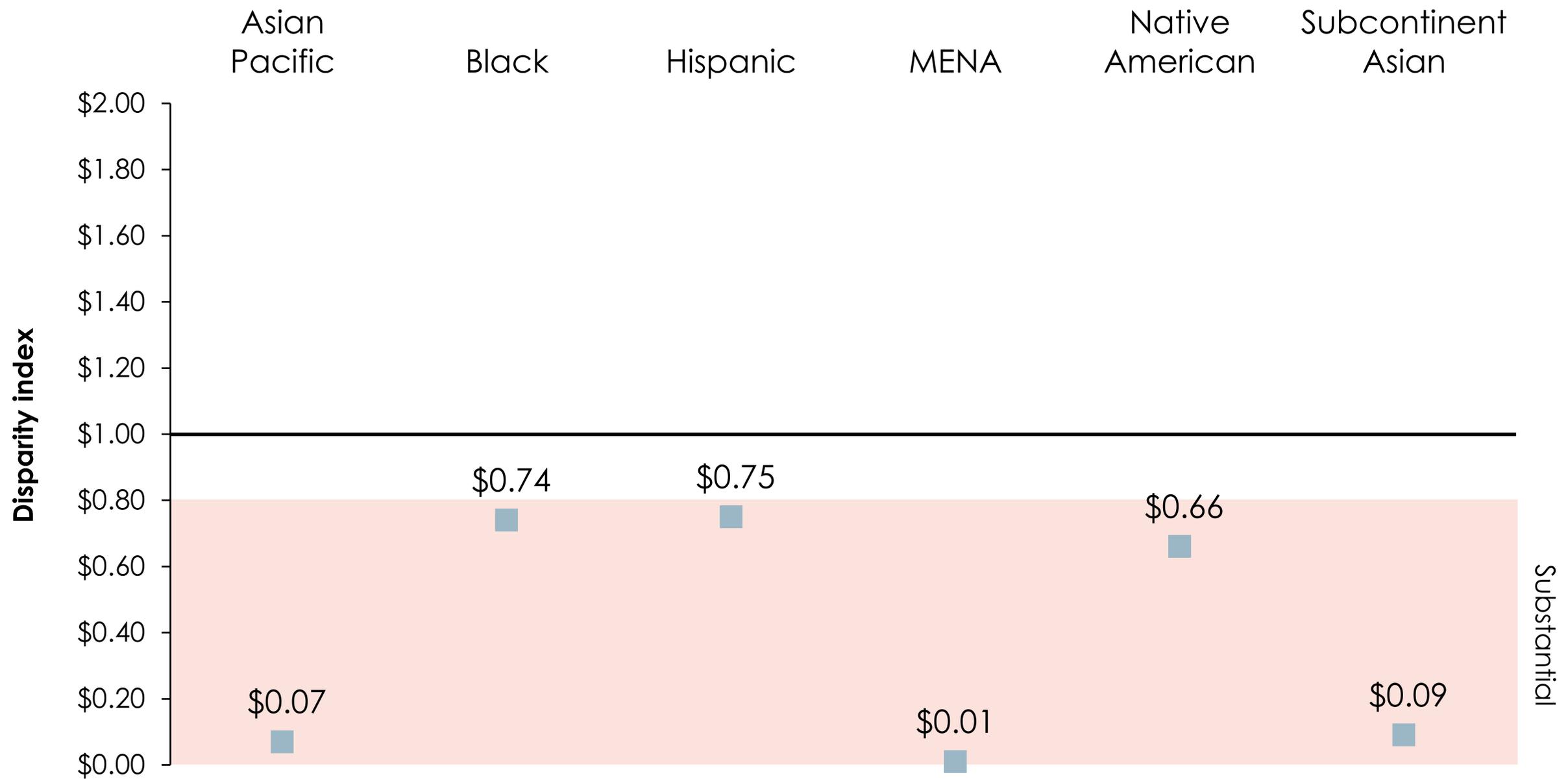


$$\text{Disparity}(\$) = \frac{\$ \text{ participation}}{\$ \text{ availability}}$$

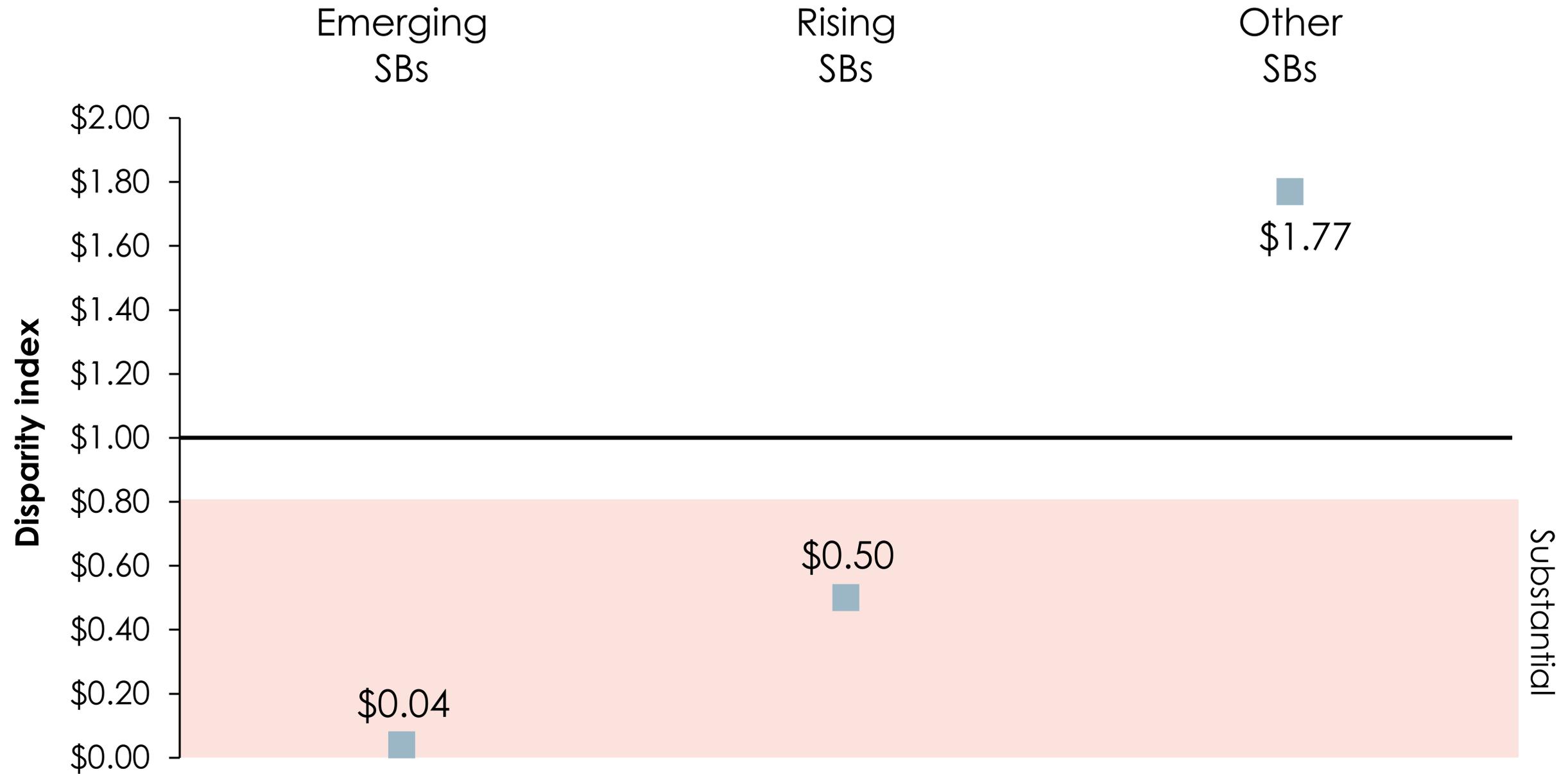
DIVERSE BUSINESSES



POC GROUPS



SMALL BUSINESSES



Federal DBE Program

SB/SBE Program

Overall SB Goal

Participation goals

Set-aside contracts

Bid/proposal preferences

Support Emerging/Rising SBs

Mentor-Protégé Program

Vendor trainings

Financing Program

Multi award contracts

De-concentrate awards

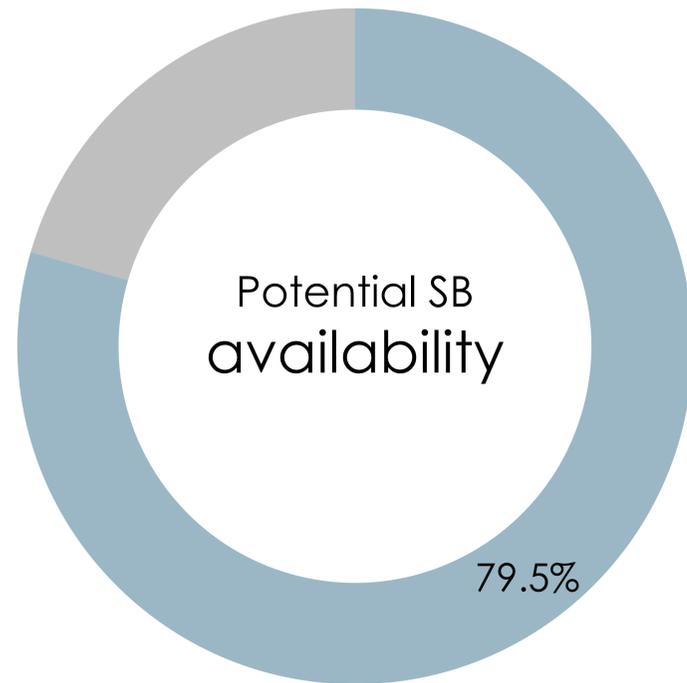
SB/SBE PROGRAM

SBE

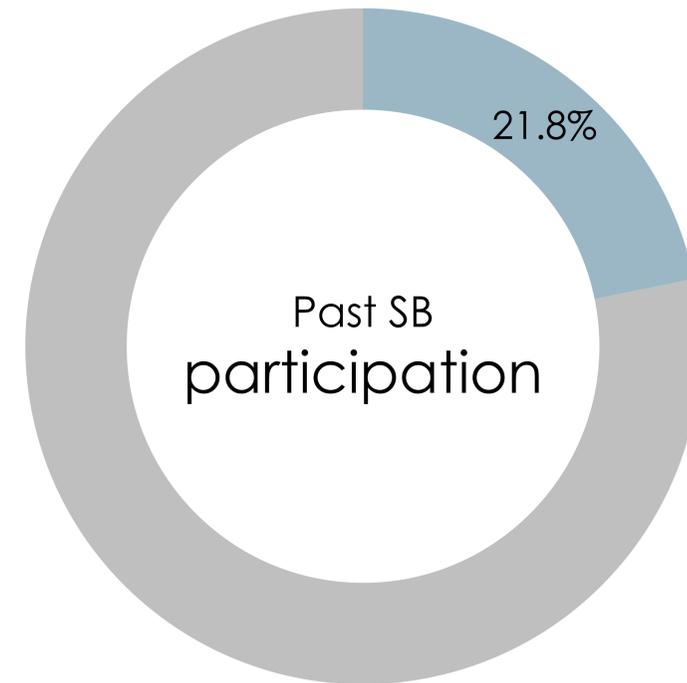
- Tailored to marketplace
- Tiered certification
- Varied measures

OVERALL SB GOAL

Base Figure



Adjustment



90/10 weight

27.6%

SB goal

Thank you!

Thank you.



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