

# ***Economic Development Program Update***

***Office of Civil Rights, Equity & Inclusion***

*Executive Committee*  
*2/5/2026*



# *Introduction*



**Daphne D. Cross, she/her**  
Chief Economic Development and  
Civil Rights Officer

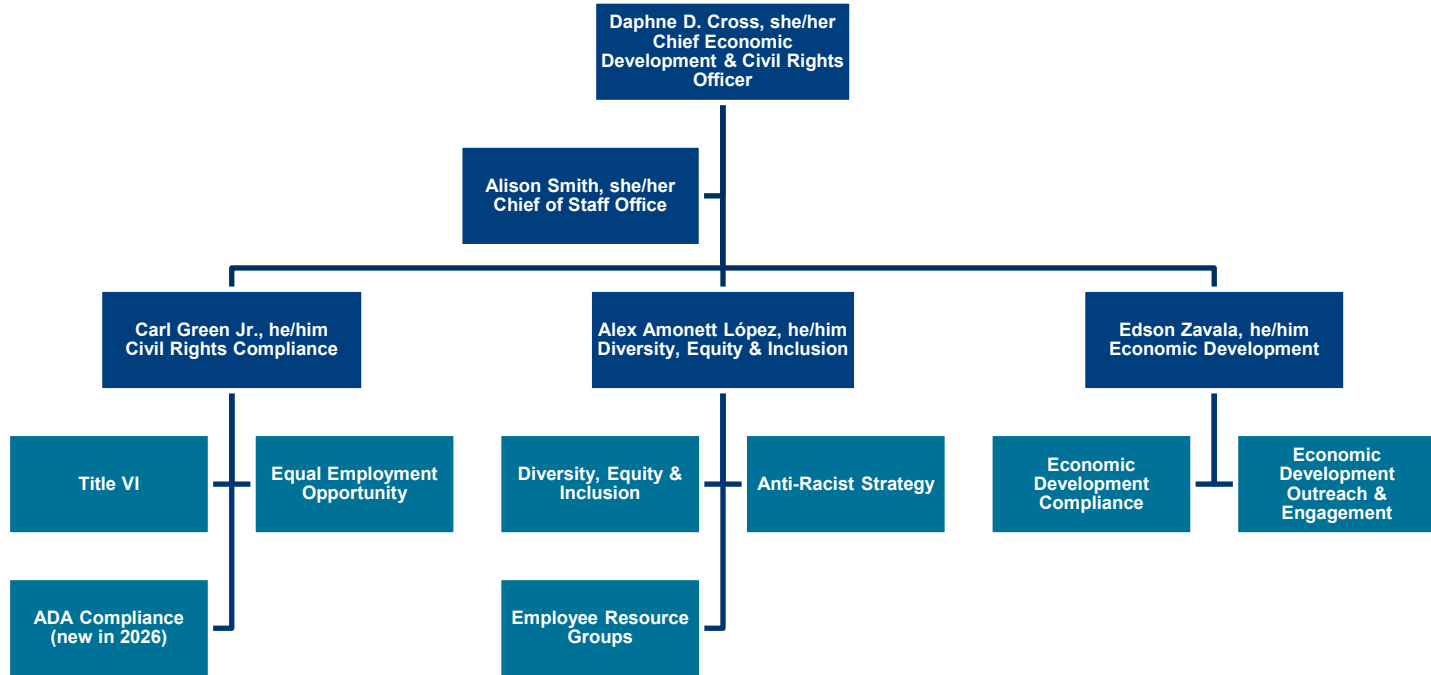


**Edson I. Zavala, he/him**  
Deputy Executive Director,  
Economic Development

# *Why we are here*

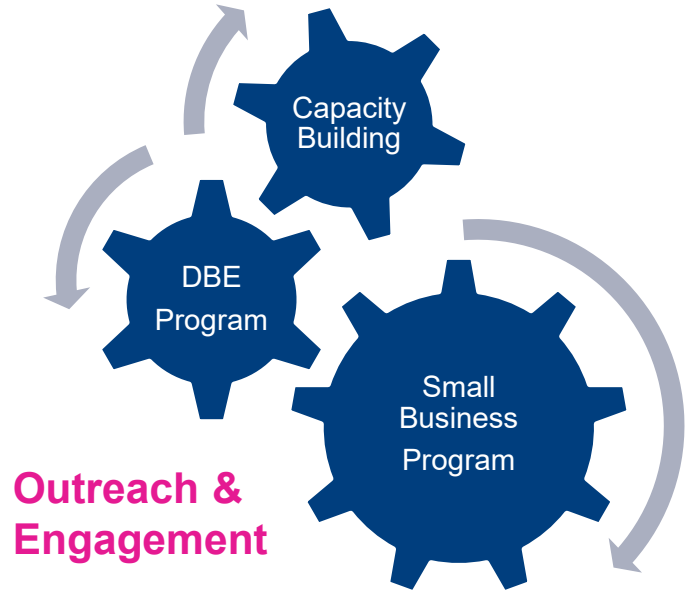
Today we are here to provide an Economic Development program overview and update, no action requested.

# Office of Civil Rights, Equity and Inclusion



# ***Economic Development***

Champions Sound Transit's commitment to business access and opportunity through the administration of Disadvantaged Business Enterprise (DBE), Small Business Program, Business Outreach and Engagement, as well as capacity building initiatives.



# ***2025 Year in Review: Responsiveness and Resiliency***

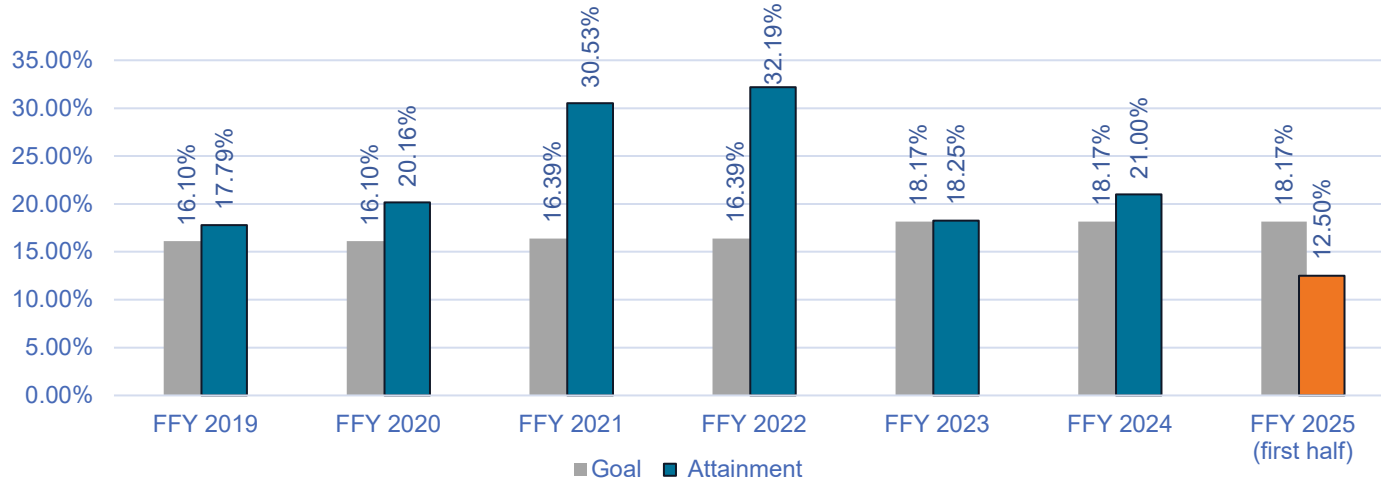
Responding to changing legal  
and policy landscape

Agency Partnerships &  
Centering Community

Preparedness



# DBE Goal History and Annual Data



	DBE Goal	DBE Attainment
FFY 2020	16.10%	20.16%
FFY 2021	16.39%	30.53%
FFY 2022	16.39%	32.19%
FFY 2023	18.17%	18.25%
FFY 2024	18.17%	21%
FFY 2025 (First Half)	18.17%	12.5%

**\$20,209,756**

**Paid to DBE firms in  
first half of 2025**

# *Focus and Priorities for 2026*



## **Connection With Community**

- Onboarding
- Office Hours
- Open Houses
- Diversity Oversight Committee
- Regional Expansion of Outreach Events

## **Intentional Programming**

- Technical Assistance
- Sound Transit Economic Empowerment Loan
- Disparity Study
- Capacity Building Mentor Protégé
- Right Sized Opportunities



# What's Next

- Technical Assistance Services launch
- Supporting OMWBE DBE Recertification
- STEEL Program launch
- Expanded Small Business Programming
- Access & Transparency

## Q1, 2026 Board briefings

- Disparity Study
- Diversity Oversight Committee re-introduction



*Thank you.*



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