

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

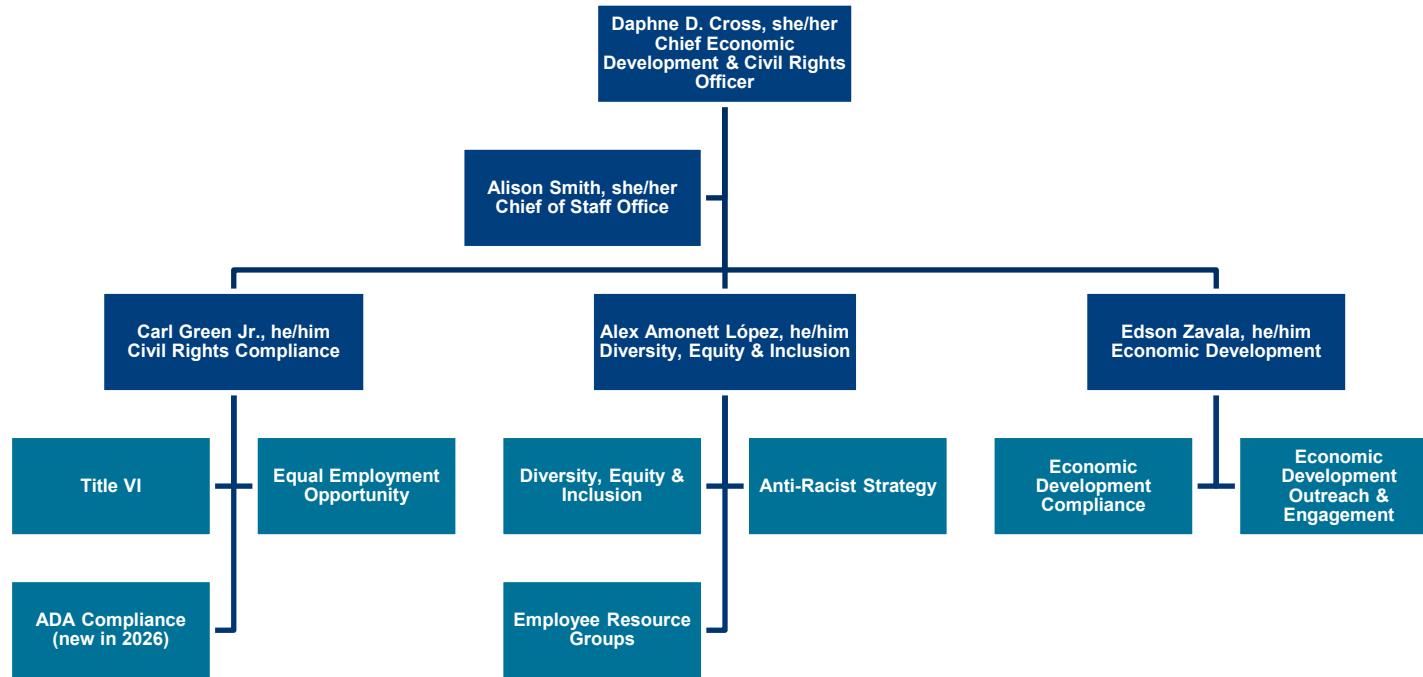


Edson I. Zavala, he/him
Deputy Executive Director,
Economic Development

Why we are here

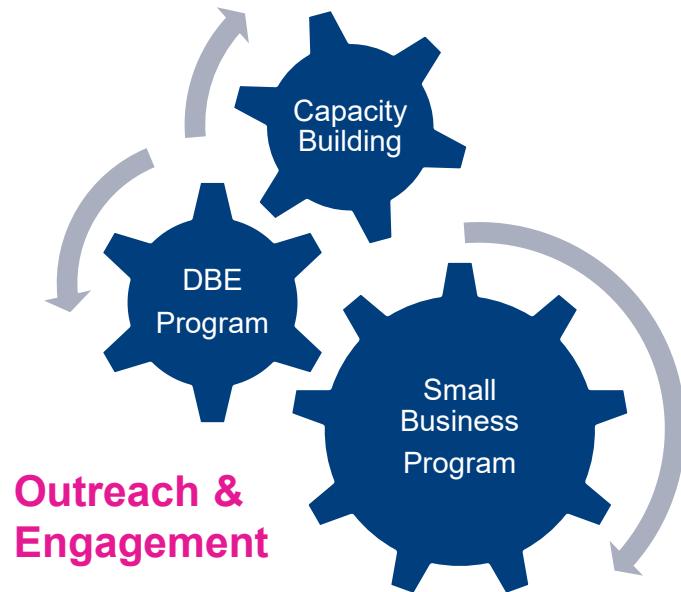
Today we are here to provide an Economic Development program overview and update, no action requested.

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

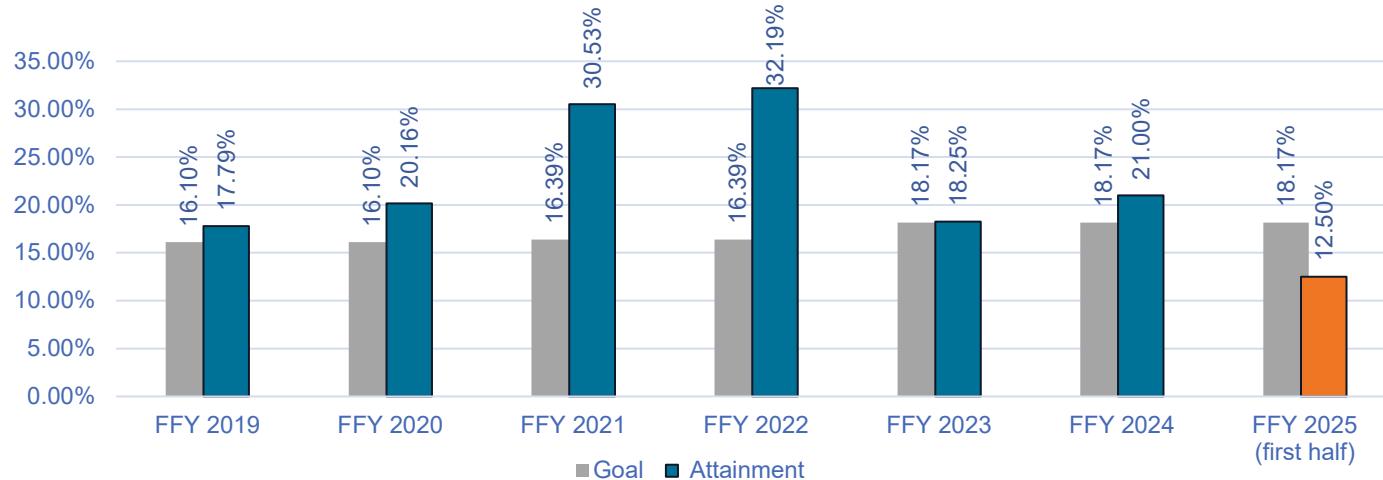
Responding to changing legal
and policy landscape

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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