

# *Annual Report*

## *Diversity Oversight Committee*

*Board of Directors Meeting*  
*12/16/21*



# *Why we are here*

- Diversity Oversight Committee (DOC) Overview
- To present the DOC's 2021 Annual Report
- Today we are here to provide information, no action is necessary

# *Diversity Oversight Committee*

## **Mission Statement**

The purpose of the DOC is to work with Sound Transit as partners to represent the concerns of the community related to contracting and jobs for minorities and thereby facilitate changes that result in healthier communities. We value results.

## **Goals**

*To work with Sound Transit on the establishment of policies, procedures, and programs that will maximize:*

- the participation and utilization of local, small and minority, women and disadvantaged businesses on Sound Transit public works projects
- the utilization of apprenticeships on Sound Transit projects according to established goals.

# *Committee Members*

- Mark P. Martinez – Chair
- Lisa Bogardus, Vice-Chair
- Ollie A. Garrett
- Janice R. Greene, PhD
- Fernando Martinez
- Lyle Quasim
- Linda Womack
- Judy Yu

# ***Labor Relations***

# Workforce Utilization through November 2021

Project	Hours Worked	% Complete October 2021	Apprentice Goal = 20%	People of Color Goal = 21%	Women Goal = 12%
ALL ACTIVE PROJECTS	14,669,031.10		<b>20.3%</b>	31.8%	6.8%
E130 Kiewit/Hoffman	2,359,091.00	96.20%	20.4%	37.9%	8.2%
E320 - Shimmick/Parsons	1,625,534.40	98.40%	19.9%	33.7%	4.9%
E335 - SWA	1,572,790.20	98.90%	21.7%	29.3%	5.8%
E340 - Max Kuney	535,456.90	97.80%	21.5%	31.3%	9.3%
E360 - Kiewit Hoffman	1,039,176.80	95.30%	17.8%	35.5%	4.6%
F200 - Kiewit	611,341.30	40.50%	18.6%	28.8%	7.4%
L200 - SKH	1,305,812.00	53.80%	20.5%	30.0%	8.5%
L300 - Skanska	1,199,785.80	52.70%	15.9%	31.4%	6.2%
M200 - Hensel Phelps	760,769.20	99.90%	21.2%	26.4%	3.5%
N140 - Hoffman	682,421.80	100.00%	22.0%	31.5%	6.5%
N150 - Hoffman	723,201.40	100.00%	21.1%	31.0%	6.5%
N160 - Absher	865,528.10	99.60%	24.2%	28.3%	9.4%
N830/E750 - Mass Electric	380,966.90	SEE NOTES	22.3%	28.5%	5.8%
PSAI - Hensel Phelps	85,690.80		19.7%	35.0%	4.3%
R200 - SWK	374,046.40	38.90%	17.1%	29.8%	5.7%
T100 - Walsh Construction	548,024.70	90.00%	20.7%	26.0%	11.6%

First Time Since 1999 exceeding the 20% Goal

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Exceeding the Goal by 10.8%

# Workforce Pipeline

	Apprentice Hours		Journey-Level Hours		Combined Hours	
Total Hours	2,789,255.2		11,879,775.9		14,669,031.1	
People of Color	1,135,836.0	40.7%	3,523,882.3	29.7%	4,659,718.3	31.8%
Female Hours	446,404.7	16.0%	555,956.3	4.7%	1,002,361.0	6.8%

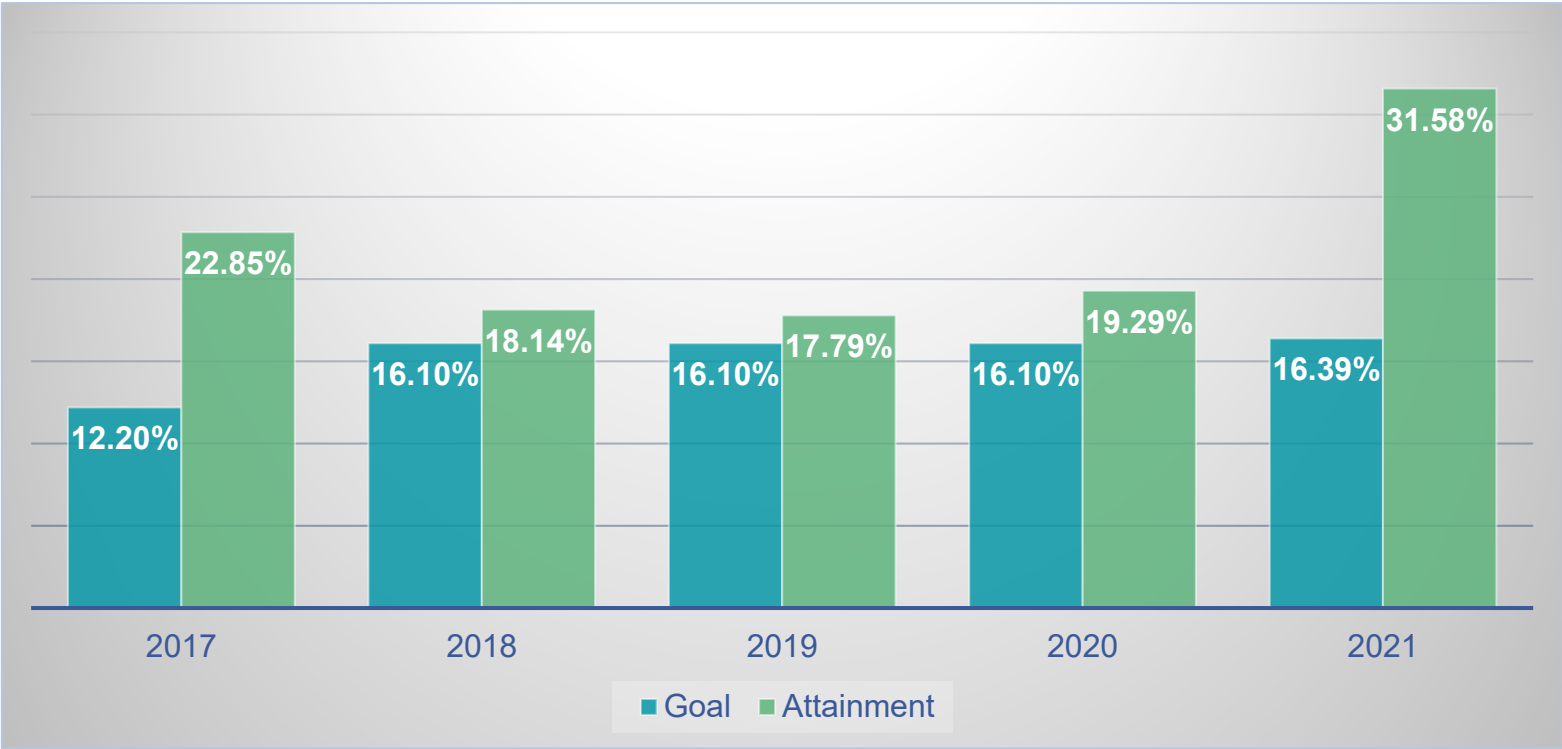
Apprentice  
Female + POC  
57%

Journey-Level  
Female + POC  
35%

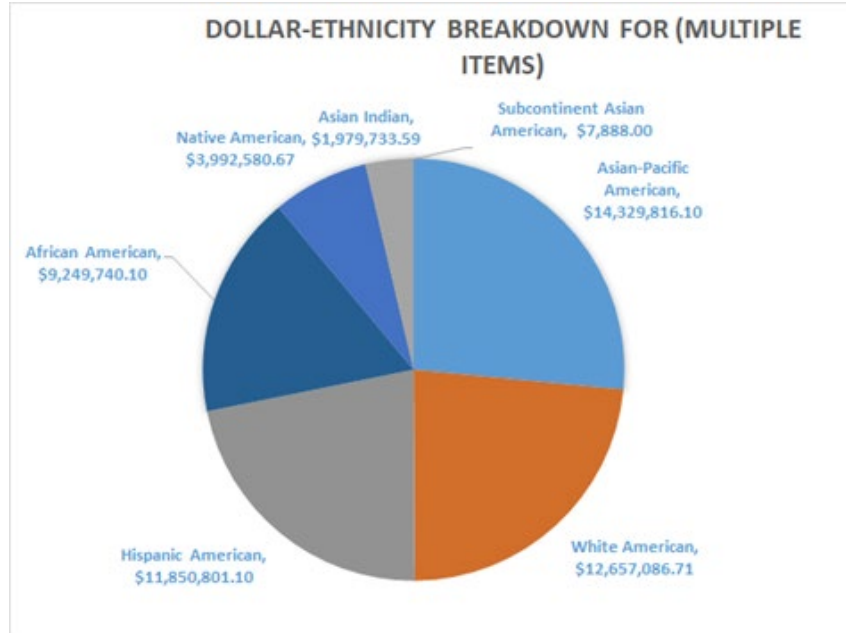


***Disadvantaged Business  
Enterprise (DBE)***

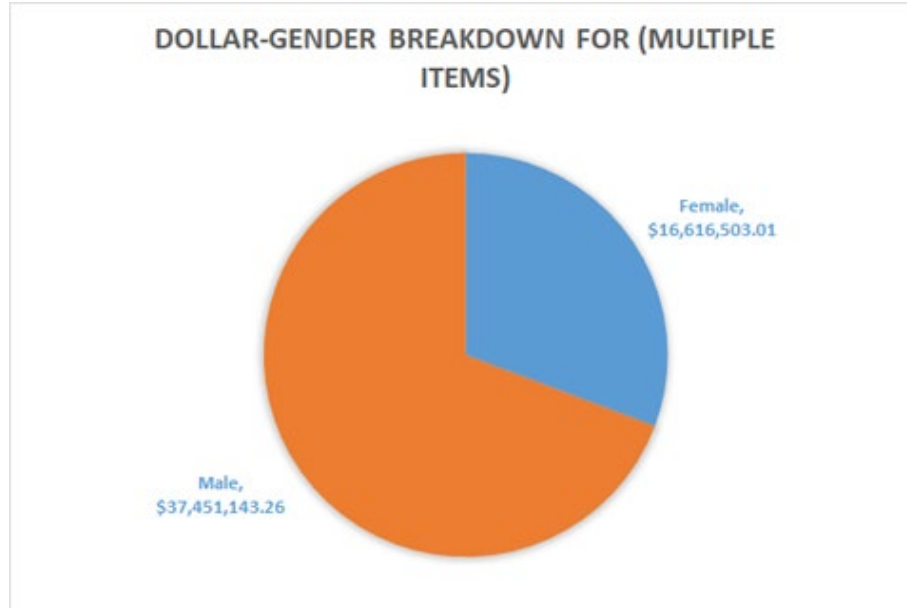
# DBE Goal vs. Attainment



# 2021 DBE Ethnicity Breakdown



# 2021 DBE Gender Breakdown



# Technical Assistance Program

## Regional Contracting Forum

**9/22/2021:** Attended and partnered with P&C to represent ST at the annual KC contracting forum to provide outreach to SB/DBE related to A & E and Construction, Goods and Services.

## Financial Recovery and Credit Repair

**9/21/2021:** Sound Transit along with Tulalip, Two Rivers CDC, and the Tribal Technology Center (T3) co-hosted a capacity building workshop that focused on financial literacy and targeted Native American owned firms.

## Port of Seattle Gen X

**10/4/2021:** Port of Seattle & US DOT SBTRC along with small business resource providers presented a workshop designed to assist small businesses (with an emphasis on supporting firms that are small, disadvantaged, minority and women-owned) grow and develop their workforce.

## Growing Your Business

**11/17/2021:** Sound Transit, Tulalip TERO, Two Rivers CDC, and OMWBE co-hosted capacity a building workshop targeted to Native American owned-firms. The workshop's objective was to provide Native small business support, financial Literacy training, networking, and community empowerment opportunities.

## Capacity Building Mentorship Program (CBMP)

The CBMP pairs small, minority, veteran and women businesses with successful prime contractors and consultants. These mentors provide technical assistance and business advice to strengthen the protégés' capacity to work on WSDOT and Sound Transit projects. This program is intended to enhance the capabilities and participation of underserved businesses that are able to perform work on transportation-related projects.

*Questions?*

*Thank you.*



 [soundtransit.org](https://www.soundtransit.org)

