



Diversity / Apprenticeship / Training

Shaded projects are physically complete. Data below is provided to WSDOT by the project contractors.

CONSTRUCTION										
Project	Disadvantage Business Enterprise (DBE) ¹				Apprentice		Training Hours			
	Percentage		Companies		Date Updated	Hours % (15% Goal)	Date Updated	Goal	Achieved	Date Updated
	Goal	Current	# ²	\$						
Pontoon Construction	6%	6.05%	20	\$27,182,102	12/1/2015	17.7%	9/1/2015	50,000	94,415	7/1/2015
Eastside Transit and HOV	11%	13.45%	36	\$48,900,472	6/1/2015	13.7%	8/15/2016	58,500	38,655 *	6/1/2015
West Connection Bridge	3%	3.83%	5	\$848,460	11/1/2014	18.8%	10/1/2014	1,200	1,200	10/1/2014
Floating Bridge and Landings	7%	7.14%	47	\$54,550,814	8/31/2016	21.6%	8/31/2016	74,600	113,931	8/31/2016
West Approach Bridge North	12%	6.16%	18	\$12,294,351	8/31/2016	18.5%	5/28/2016	15,000	12,082	6/25/2016
DBE Subtotal			78	\$143,776,200						
Project	(M)inority, (S)mall, (V)eteran, (W)oman Business Enterprise (MSVWBE) ³				Apprentice		Training Hours			
	TYPE		Percentage	Companies	Date Updated	Hours %	Date Updated	Goal	Achieved	Date Updated
Union Bay Natural Area ⁴	M	10%	0.00%	0	\$0	8/31/2016	18.3%	7/31/2016	NOT REQUIRED	
	S	5%	0.53%	1	\$23,400	8/31/2016				
	V	5%	0.00%	0	\$0	8/31/2016				
	W	6%	28.28%	1	\$1,237,891	8/31/2016				
Montlake Phase	M	10%	0.00%	0	\$0	8/31/2017	0.0%	8/31/2017	NOT REQUIRED	
	S	5%	0.00%	0	\$0	8/31/2017				
	V	5%	0.00%	0	\$0	8/31/2017				
	W	6%	0.00%	0	\$0	8/31/2017				
MSVWBE Subtotal			2	\$1,261,291 ^						
CONSTRUCTION TOTAL			79	\$145,037,491						

ARCHITECTURAL AND ENGINEERING (A&E)										
Project	DBE ¹				Date Updated	Duration				
	Percentage		Companies							
	Goal	Current	# ²	\$						
Corridor Dev.	N/A	8.00%	2	\$15,112,456	6/30/2014	Feb. 2009 – June 2014 (N/A – No Goal)				
SR 520 Program	9%	15.87%	8	\$7,616,214	9/30/2016	June 2014 – Present (9% is a voluntary goal)				
DBE Subtotal			8	\$22,728,670						
Project	MSVWBE ³				Date Updated	Duration				
	TYPE		Percentage	Companies						
							#	\$		
SR 520 Program	M	10%	11.84%	1	\$13,745	9/30/2016	March 2016 - Present			
	S	5%	26.84%	2	\$32,363	9/30/2016				
	V	5%	0.00%	0	\$0	9/30/2016				
	W	6%	11.84%	1	\$13,745	9/30/2016				
MSVWBE Subtotal			2	\$32,363 ^						
A&E TOTAL			9	\$22,761,033						
SR 520 PROGRAM TOTAL			88	\$167,798,524						

¹ Federally funded projects have DBE goals. Calculations and level of detail are consistent with OEO guidance.
² Individual companies work on multiple projects and to eliminate duplication of reporting DBE / MSVWBE the totals only report the total number of companies in the Program.
³ Total Hours reported 38,655. However, 11,657 hours are excess laborer hours that can't be counted toward the goal.
⁴ State funded projects have MSVWBE goals. Calculations and level of detail are consistent with WSDOT HQ Construction Office regarding MSVWBE reporting.
⁵ Currently under review.
⁶ Individual companies work on multiple types (M, S, V, W) and to eliminate duplication of reporting MSVWBE the subtotals only report the total cost to the Program.

Americans with Disabilities Act (ADA) information: This material can be made available in an alternate format by emailing the WSDOT Diversity/ADA Affairs team at wsdotada@wsdot.wa.gov or by calling toll free, 855-362-4ADA(4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.

Title VI Notice to Public: It is the Washington State Department of Transportation's (WSDOT) policy to assure that no person shall, on the grounds of race, color, national origin or sex, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be funded programs and activities. Any person who believes his/her Title VI protection has been violated, may file a complaint with WSDOT's Office of Equal Opportunity (OEO). For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO's Title VI Coordinators, or Jonté Robinson at (360) 705-7082.

SR 520 BRIDGE REPLACEMENT AND HOV PROGRAM

Diversity and Inclusive Contracting

SR 520 Quarterly Progress Report: July - September 2016

Quarterly Highlights

The following services are available to assist veterans and service-disabled veterans with business plans, certifications, and finances:

- Washington State Department of Veteran Affairs. Veteran-Owned Business Manager Jennifer Montgomery jenniferm@dva.wa.gov
- Veteran-owned business certification. vob@dva.wa.gov
- Business Impact Northwest offers technical assistance and consulting. Julianna Duso juliannad@seattleccd.com
- SCORE (Small Business Admin. partner) has business seminars. Hal Brookins halbrookins@scorevolunteer.org
- Camo2Commerce provides business advice for returning veterans. Sean Murphy sean@pacmtn.org

The Office of Minority and Women's Business Enterprises (OMWBE) can help you get your state and federal certifications. Go to omwbe.wa.gov. Under the "Certification" tab, an FAQ section is available. Need more assistance? The office provides someone daily to answer questions. Call 360-664-9750 or 866-208-1064 (toll free).

SR 520 Contact:

Regina Glenn
 SR 520 Diversity and Inclusion Manager
 Phone: 206-770-3520
 Email: GlennRe@consultant.wsdot.wa.gov

Connecting Washington Opportunities



Julie Meredith, Larry Kyle, and Regina Glenn oversee the SR 520 Diversity and Inclusion Program.

A new chapter for diversity and inclusive contracting with the state of Washington started in 2015 when the Legislature passed the Connecting Washington transportation package, which fully funded the SR 520 Program. With \$1.64 billion in new funding spread over the next 12 years for design and construction of this vital corridor, the Washington State Department of Transportation (WSDOT) placed a key emphasis on implementing diverse and inclusive contracting practices. In addition, WSDOT adopted a 26 percent voluntary goal for minority-, small-, veteran-, and women-owned business enterprises (MSVWBE). It is a recipe for success, growth and expanded horizons for the SR 520 Diversity and Inclusion Program. Since 2006, the SR 520 Program has spent more than \$150 million on disadvantaged businesses owned by minorities or women (DBE) and plans to add to this number moving forward.

"Connecting Washington funding renews our commitment to the WSDOT diversity program," said Julie Meredith, Program Administrator for the SR 520 Program. "This really expands the opportunity to significantly strengthen our community in a meaningful way." After reaching out to the community through open houses and phone calls, a new website, and by establishing relationships with partnering agencies, the Diversity Program compiled a database of more than 250 architectural and engineering (A&E) firms. The program is now working to officially prequalify those firms as DBE/MSVWBE so that they can directly compete for contracts and count toward the 26 percent goal. So far, 38 firms have prequalified so that they can hit the ground running when the opportunity presents itself.

Larry Kyle, SR 520 Program Engineering Manager, summed it up: "We've got tools in place to continue to have the Diversity and Inclusion Program make a difference in our community. I'm optimistic we'll meet our inclusion goals, and look forward to the new relationships we'll establish in the next decade."

USDOT: A Resource for Bonding, Lending & Business Development



Lily Keefe

U.S. Depart. of Transportation

To say Lily Keefe is a busy woman does not begin to cover it. She is the Project Director for the U.S. Department of Transportation – Northwest Small Business Transportation Resource Center (SBTRC). SBTRC is administered by the USDOT Office of Small Disadvantaged Business Utilization (OSDBU). Lily Keefe helps small and disadvantaged businesses work with government agencies. She oversees 12 offices in Washington, Oregon, Idaho, and Alaska. Her office provides an “...array of technical assistance and support services...to make those businesses more competitive when they bid on federally funded contracts,” she said. Those services include a bonding education program, a short-term lending program, free business coaching, free workshops, and the Women in Transportation Initiative.

“It’s almost a mini-MBA program. Sometimes people are scared to talk about personal credit, but we have consultants and we can help them to improve their credit or obtain a line of credit.” Lily Keefe’s office also helps businesses get the certifications necessary to acquire a government contract. They include: DBE, SBE, WOSB, VOB, and SDVOB. That “V” stands for veterans, and Keefe says that’s a group that is sometimes hard to reach.

“It can be challenging because not a lot go to our events. I reach out to them and we piggy back with other programs, but often they don’t certify. They say, ‘I am service

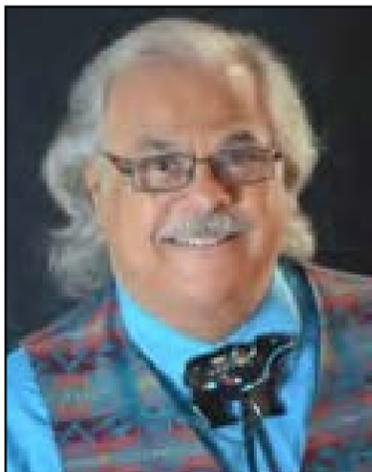
disabled but there is a lot paperwork.’ The paperwork to certify can be burdensome,” she admits, “and some question whether its worth it.”

Lily Keefe is from Indonesia and has been in the United States about 16 years. She has a law degree and a master’s in economics. In 2005, she worked with the World Bank on tsunami relief in Jakarta. Still, she says she identifies with small business. “I understand the struggles. My husband and I have a construction business.” Lily Keefe says the success of her work is all about the relationships. “Working with lots of different groups. We get synergy. I really love what I am doing. It inspires me and I learn a lot.”

Web: www.transportation.gov/osdbu/nw-sbtrc

Email: Lilyk@economicalliancesc.org

Native PTAC: A Native American Resource



Daucey Brewington
Native PTAC

Sovereignty. That word means everything to Daucey Brewington, the Executive Director of Two Rivers CDC (Community Development Corporation), the nonprofit grant holder for Native Procurement and Technical Assistance Center (Native PTAC).

Brewington has a passion for teaching and for entrepreneurship. Native PTAC is a free, federally grant-funded, community resource, based in Everett, that assists Native peoples to contract with state, local, federal, and Native governments.

Daucey and his team have a service region that covers Washington, Oregon, Alaska, and Idaho. Within that service area, there are more than 260 tribes, 29 of which are located in Washington. Each tribe is a sovereign nation with its own laws. Being “Native” is a legal, rather than an ethnic, designation, a result of the treaty relationship with the federal government.

Daucey says Native PTAC is vital because, “The body of knowledge is different. There are different regulations which apply to different tribes and tribal structures to consider.” He teaches Native business owners to understand their status and the resources available to them. Native PTAC has a diverse client list, including veterans. Natives have a higher enlistment rate in the Armed Services than any other demographic in the population. There are many regulations around Indian law to understand in order to be successful.

Web: www.nativeptac.org

Email: Daucey@NativePTAC.org

Safe Harbor Graduate Shares Her Insights



Xiaoping Zhang

Concord Engineering

Firm Name: Concord Engineering

Founded: September, 2012 by Xiaoping Zhang, Ph.D., PE, PTOE
Founder, President/Principal Engineer

Base: Seattle, WA

Expertise: Civil engineering, electrical engineering

Website: www.cetransportation.com

Xiaoping Zhang worked as an engineer in China in the early years of her career. She says she could see exactly what her life would be like in 30 years and she knew that was not the path she wanted. With her adventurous spirit to guide her, Xiaoping entered the University of Washington in 1999, received her master’s degree and Ph.D. in civil engineering, and she has never looked back. “I took the opportunity to leap and see where I landed. Isn’t that exciting?” While Xiaoping’s specialty is transportation, she is licensed in both civil and electrical engineering.

“It’s a good idea to diversify. If the economy slows, we have more security. I don’t want to lay off people. I want us to be secure.”

Xiaoping recently completed the Safe Harbor program and has submitted WSDOT-approved audited rates to the SR 520 Program. She is currently waiting for a job assignment on this exciting project. In the meantime, she has started work on a contract with Seattle City Light to perform joint-use engineering services.

Quote: “You have to be ready for everything so when opportunity presents itself you have what it takes to snag it and be successful.”

SR 520 Team Member: Clarity Engineering LLC



Claire Gibson

Clarity Engineering LLC

Firm Name: Clarity Engineering LLC

Founded: 2015

Base: Seattle, WA

Expertise: Geotechnical Engineering

Website: www.clarityengineering.net

Claire Gibson is a trailblazer. Her company assesses the interaction between structures and the ground. And part of that includes “how to build safe structures with earthquakes in mind.” After she received her master’s degree, she worked at a private consulting firm for eight years. Claire noted that “I liked public work and considering community needs.” So she went to work with the city of Seattle and then decided to start her own business. It’s a male dominated field, particularly in geotechnical engineering. Even so, more and more of her colleagues are women working in agencies and as project managers.

“I encourage women to get involved.” Clarity Engineering is working on the bicycle-pedestrian land bridge that will go over the new SR 520 highway in Seattle. Gibson is advancing the foundation design and will evaluate the slope stability of the new embankments.

Her advice: Think hard about what you love to do. If you love to problem solve about the world and how things are built you will find a home in engineering. Don’t get discouraged if you are the only women in the room. Find a mentor.

Quote: “It’s not money. It’s feeling you are contributing to the community, that’s success. Push the bubble, become more invigorated, and don’t get stuck in a rut!”