

## UPDATES

### DISPARITY STUDY UPDATE

In April 2016, WSDOT hired Colette Holt & Associates to conduct a new [DBE Program disparity study](#). This study will analyze the availability versus utilization of minority and women owned businesses for WSDOT projects, WSDOT's implementation of the DBE Program, and our state's transportation construction and consulting industries.

Since April, the study team held project initiation meetings with WSDOT staff, hosted statewide public informational meetings, and began gathering data from WSDOT.

### MORE INFORMATION

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## Welcome Khalia Davis!



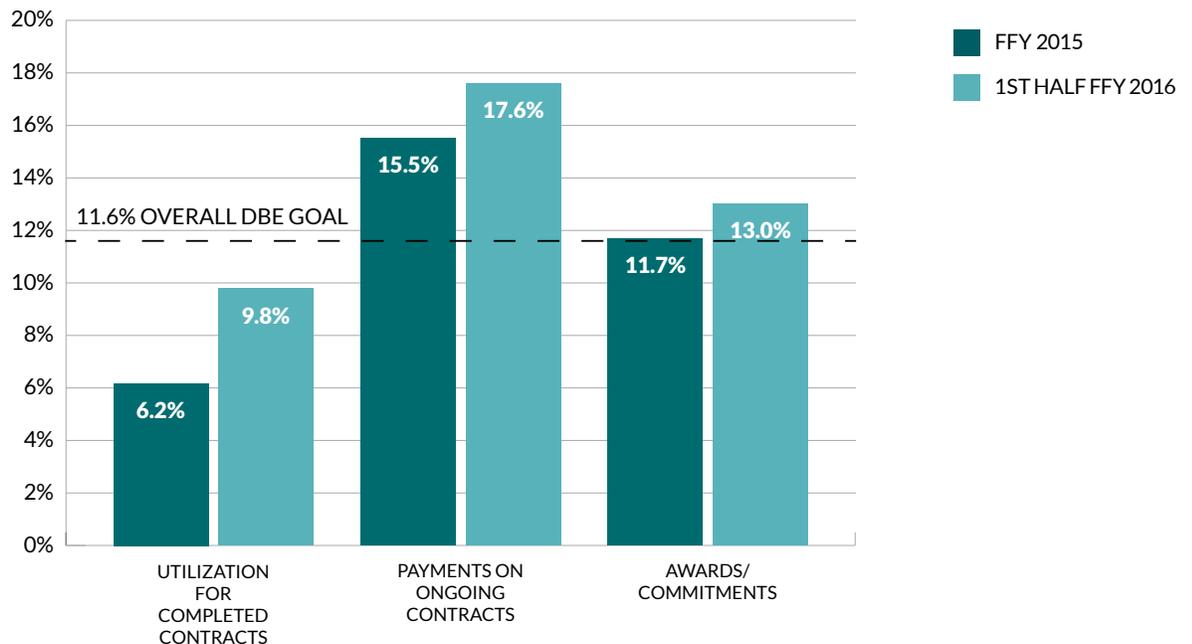
On June 1, Khalia Davis joined the WSDOT Office of Equal Opportunity as the new Community Engagement Manager. Ms. Davis most recently worked for the Washington State Attorney General's Office as an Assistant Attorney General. Prior to that position, she had her own law practice in the Seattle area. Ms. Davis is a Seattle native, and has a long demonstrated commitment to the community. We look forward to Ms. Davis' expertise as we continue work to strengthen community relationships.

If you would like to discuss how OEO can better assist you, please contact Ms. Davis at (360) 705-7085 or by email at [DavisKh@wsdot.wa.gov](mailto:DavisKh@wsdot.wa.gov).

## Mellody Stell is Recognized by the Tulalip Tribe!



Mellody Stell has worked for WSDOT for more than 30 years. She wears many hats in OEO including working in the DBE Program, Equal Employment Opportunity Program, and coordinating statewide activities for Tribal Employment Rights Office (TERO) Program. Last month, Ms. Stell was recognized for her hard work by Teri Gobin, Tulalip TERO Director (and DBE Advisory Group Member), and was presented a Pendleton blanket, the highest honor for non-tribal members. Ms. Stell expressed how honored and humbled she is to contribute to the success of tribal students interested in working in the construction trades. OEO is honored to have such a valuable and committed staff member.



WSDOT continues to make progress in its DBE Program awards and payments. DBE Utilization (or payments) on closed contracts is 9.8%, payments on on-going projects in 17.6% and current DBE awards and commitments are 13%.

## DBE Payment Reporting Improvements Coming

You will soon have the option to sign up for email notifications from the DBE Payment System. The emails will include information regarding payments from prime contractors. The goal is to allow for automatic payment monitoring, and to provide an avenue to report inaccurate or untimely payments. Both of these goals will contribute to expedited issue resolution. The email notification system is the first of many improvements that the agency is taking to ensure DBEs are paid promptly.

## Read DBE Contract Provisions Carefully

When reviewing contracts, pay close attention to sections that may reference termination. When you are working as a condition of award DBE subcontractor, the termination for convenience clause is not allowed.

It's important to note that all contracts you sign as a condition of award DBE are required to comply with payment timelines outlined in state and federal law. For more information, visit [Revised Code of Washington 39.04.250](#) and [49 Code of Federal Regulation 26.29](#).

If you have any questions or concerns about this, please contact DBE Program Staff at (360) 705-7090.

### Americans with Disabilities Act (ADA) Information

This material can be made available in an alternate format by emailing the Office of Equal Opportunity at [wsdotada@wsdot.wa.gov](mailto: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 denied the benefits of, or be otherwise discriminated against under any of its federally 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 Coordinator at (360) 705-7082.