

SDOT Annual Update on RSJI, Workforce Equity & Contracting Equity

7/30/2019

Department of Transportation



City of Seattle

SDOT vision, mission, and values

Vision: Seattle is a thriving, equitable community powered by dependable transportation.

Mission: Our mission is to deliver a transportation system that provides safe and affordable access to places and opportunities.

Committed to 6 **core values:**

- Equity
- Safety
- Mobility
- Sustainability
- Livability
- Excellence



Presentation Overview

- RSJI & Change Team
- Workforce Equity
- Contracting Equity, WMBE



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Office of Equity and Economic Inclusion (OEEI)

- OEEI responsible for:
 - Promoting equity throughout the entire organization of SDOT; and
 - Leading the strategic vision and leadership in the planning, promotion and advancement of equity and diversity, and leads SDOT to measurable improvements.
- Manager of OEEI, Michele H. Domingo, started May 1
 - Provides oversight of the OEEI office, WMBE Advisor and RSJI Advisor
- OEEI is in the SDOT Office of the Director and works collaboratively with the Change Team and Transportation Equity Program



Race and Social Justice Initiative

- City RSJI Mission
- SDOT’s RSJI Vision
- RSJI Staffing in SDOT
 - FTE RSJI Advisor: Manal Al-ansi
- Racial Equity Toolkits

| Key Department RSJI Goals | |
|---|----------------------------|
| RSJI Goal | Below / Meeting/ Exceeding |
| Establish new Change Team function | Meeting |
| Create RSJI Policies and Procedures (updating Q4 2018) | Meeting |
| Establishing an SDOT employee resource group promoting POC Advancement | Meeting (Pending) |
| Launch tiered RSJI training program | Meeting |
| Recognize commitment to equity at an RSJI Year End Event | Meeting |
| Draft RSJI goals for divisional work-plans | Below |
| All staff trained for Implicit Bias / RPOI | Meeting |
| Racial Equity Toolkit List | |
| <ul style="list-style-type: none"> • Access Seattle Program • Beacon Hill Station Access and Mobility Study • Electric Vehicle Charging in the Right-of-Way • Vision Zero and Seattle Police Department | |

Change Team



Workforce Equity

| | African American | Hispanic/ Latin American | Native American | Asian American | 2 Or More | White |
|---------------------------|------------------|--------------------------|-----------------|----------------|-----------|--------|
| % Representation in Dept. | 9.49% | 5.49% | 0.59% | 11.45% | 2.25% | 51.47% |
| % APEX / SAM | 7.8% | 4.96% | 0.71% | 13.48% | 1.42% | 71.63% |
| % Supervisors | 12.13% | 6.56% | 0.88% | 17.81% | 3.42% | 51.47% |
| % Greater Seattle Area | 6.8% | 9.7% | 1% | 18.2% | 5.1% | 68% |

Workforce Equity Initiatives in Department

- **POCA (DOT):** SDOT's employee resource group promoting **POC** Advancement
- Apprenticeship and mentorship programs
- WEPAC

Staffing support and Executive oversight:

- RSJI Advisor, HR Staff, HR Director, and Department Director

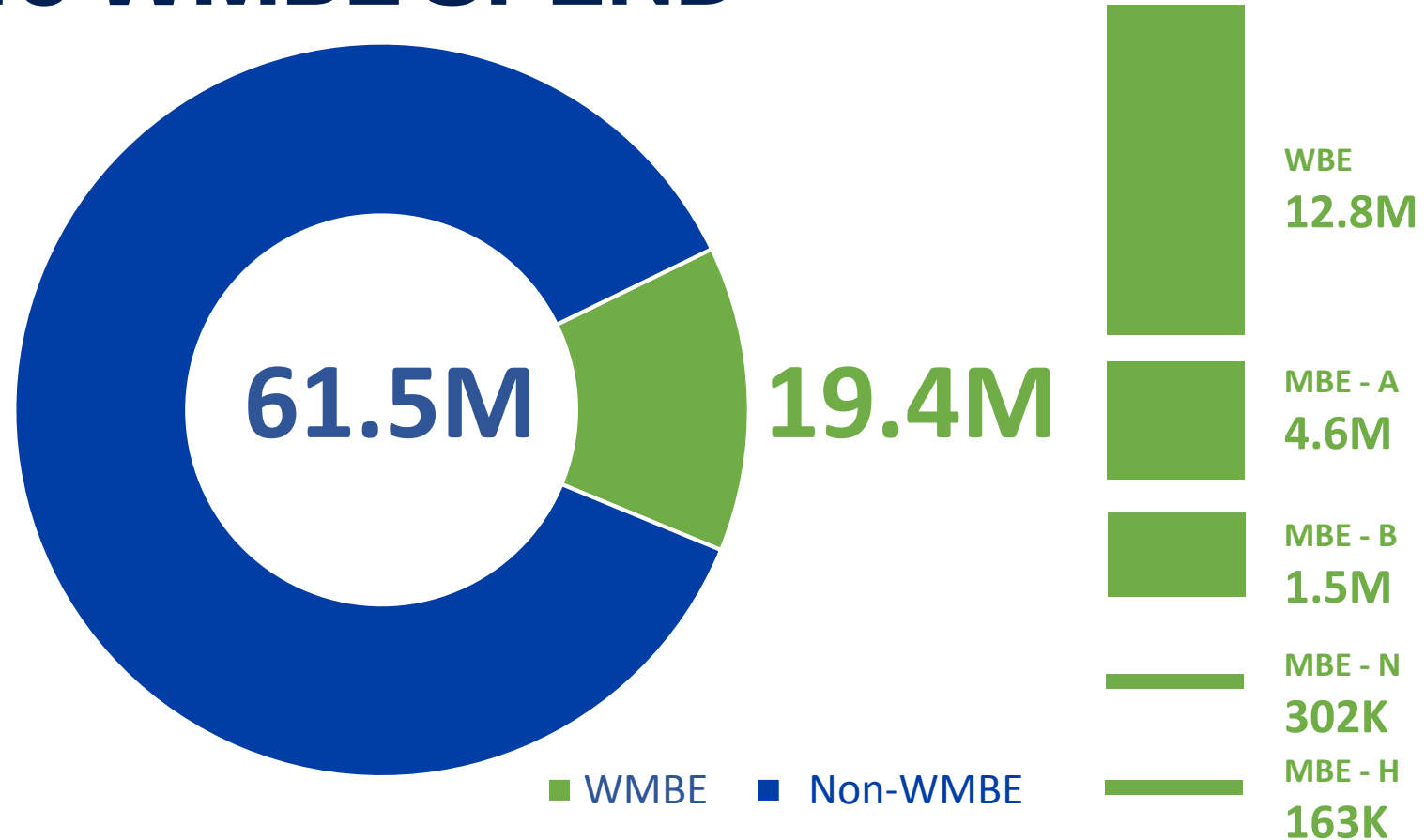
Undertaking WFE

- Established apprenticeship and mentorship programs

| Workforce Equity Metrics | |
|-----------------------------|-----------------------------|
| Men | Women |
| 64.77% (Count) | 35.13% (Count) |
| \$39.71(Average Salary-All) | \$41.50(Average Salary-All) |
| \$36.36(Average Salary POC) | \$36.56(Average Salary POC) |



SDOT 2018 WMBE SPEND



*Data is sourced from City of Seattle SUMMIT financial system. Numbers represent payments to prime contract holders only for Consultant Contracts & Purchasing and include payments made under federal contracts subject to the Disadvantaged Business Enterprise Program and payments made to non-profit firms. Dollars not shown include payments representing Emergency, Non-Compliant contract expenditures, and DX category payments.



SDOT WMBE Goals vs. Actuals

Purchasing



Consulting



Contracting Equity / WMBE Program

| | White Female | African American | Hispanic / Latin American | Native American | Asian American |
|-------------------------------|--------------|------------------|---------------------------|-----------------|----------------|
| % Total Utilization in Dept. | 20.87% | 2.45% | 0.27% | 0.49% | 7.45% |
| % City of Seattle Utilization | 8.7% | 0.9% | 2% | 0.6% | 4% |

Department WMBE Initiatives include:

- Proactive Availability Review
- Unbundling/Scope Review
- Anticipated Project sheets for Upcoming Solicitations
- B2GNow WMBE Subcontractor Goal Monitoring
- Working with SDOT Series Outreach Events
- SDOT WMBE Advocate Series

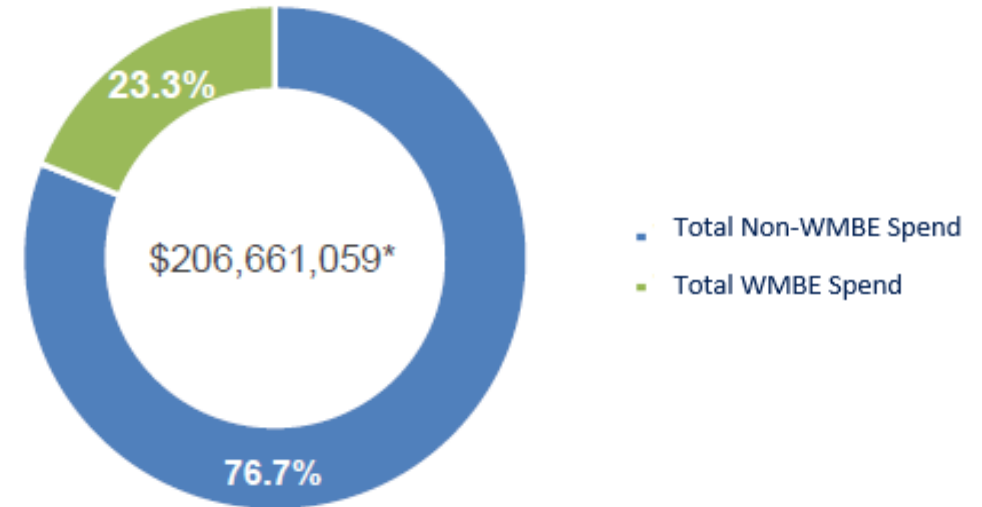
| Contracting Equity Metrics – WMBE | |
|------------------------------------|---|
| Consultant WMBE % | Purchasing WMBE % |
| 2018: 23% Goal / 40% Actual | 2018: 15% Goal / 19% Actual |
| 2018: 30% Goal | 2019 19% Goal |

| Contracting Equity Metrics – Prompt Payment |
|---|
| 2018: 100% Goal / 90% Actual |
| 2019: 100% Goal |

Levy to Move Seattle WMBE Goal (2016-2018)

The Levy to Move Seattle also features a **23% WMBE Goal** for all purchasing, prime consultant and Public Works **contract dollars** associated with the Levy.

From 2016-2018, the Levy to Move Seattle has a **23.3% WMBE utilization**, or approximately **\$48M** to Women- and Minority-Owned Businesses.



*Dollars include purchasing, prime consultant and prime and subcontractor public works dollars and leveraged funds. This does not include subconsultant dollars, labor costs, or work that is identified as a Direct Exception (DX) per City

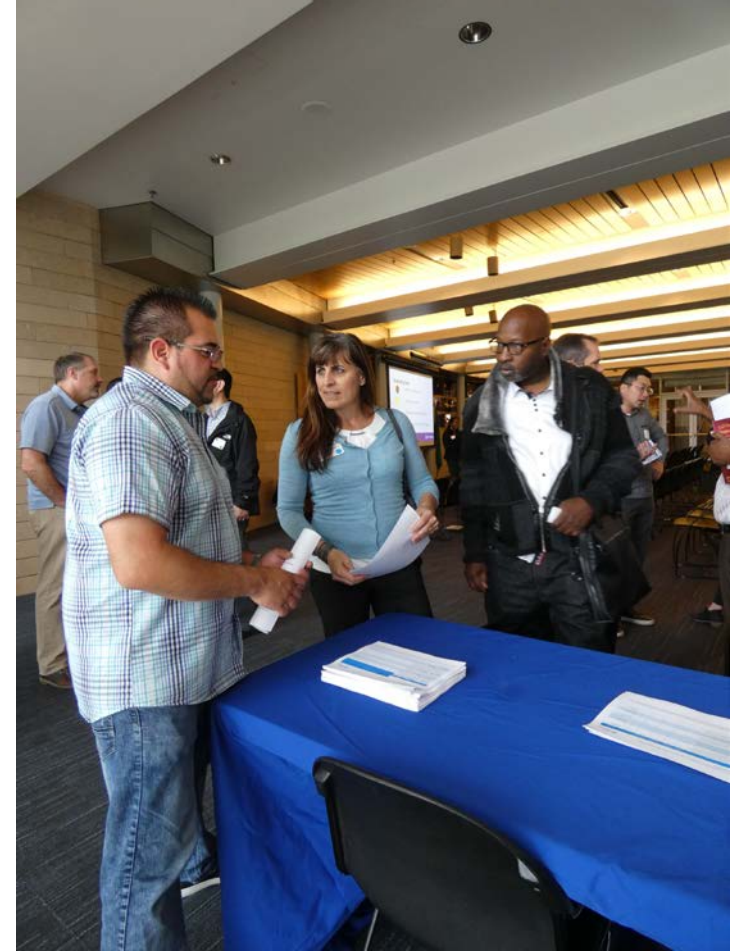
SDOT Commitments



- 2019 WMBE Goals:
 - 30% Consulting
 - 19% Purchasing
- 100% Prompt Payment Goal
- Levy to Move Seattle 23% WMBE Goal
- September Working with SDOT Event
- Introduction to the City Spanish-Language Workshops

Key Initiatives Moving Forward

- **RSJI & Change Team**
 - Develop internal RET workshops
 - Embed RSJI Goals in divisional workplans
 - Measure progress on RSJI goals
 - Work on Change Team member sustainability
 - Establish Change Team budget
- **Workforce Equity**
 - Launch an SDOT Apprenticeship and Mentorship Programs
 - Center POCA as a key WFE stakeholder
- **Contracting Equity, WMBE**
 - Anticipated Project Sheets
 - WMBE Subcontractor Goal Monitoring
 - Working with SDOT Events
 - Levy to Move Seattle WMBE Utilization



Questions?

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