

RENTON SCHOOL DISTRICT – GC/CM

SIERRA HEIGHTS ELEMENTARY SCHOOL PHASED RENOVATION PROJECT

1. Please provide the DBE/MBE goal and outcome of each past project. Your application sets no goals and we want to look at what has been accomplished in the past. (question 7)

Renton School District has always supported efforts to increase local and (minority) DBE/MBE participation. Our equity and inclusion goals were generally addressed in our district policies; and efforts were made to increase education and outreach to ensure the district was following policy. However, it wasn't until the last couple of years, that the District began to consider more specific efforts to actively increase local and MWDBE participation in our capital projects. Last fall, the district completed its Inclusion Plan. We have now included pieces of that plan in our low-bid contract front-end documents that outline the districts goals and request contractors provide their own inclusion plans and to also report to the district on a regular basis. We anticipate having reportable numbers at the end of this calendar year, as new 2023 projects will near completion in late 2023. Our district goals are set to meet the WA State Governors goals of 30% local business and 10% minority participation.

These same goals will also be set for this GC/CM project. Specific numerical goals were not set for the three GC/CM projects currently underway, although we have been working with both Cornerstone and Forma to increase outreach and make active efforts to reach more local small and minority businesses. As their participation numbers come in, we will also evaluate outreach programs and make adjustments for future projects, using methods that appear to have worked well.

2. What type of inclusion utilization percentage numbers are set for DBE/MBE? (Required? Good faith?) (question 10)

As per The District's Inclusion Plan, that was finalized this last fall, we have set goals that align with the Governors goals of 30% local participation and 10% minority participation. Please see Renton School District's Inclusion Plan (attached), where we ask that contractors agree to assist the district in our efforts, to provide their own inclusion plan and to also follow the district's reporting requirements. This is new to contracts beginning in 2023, so the District does not have specific success patterns to report yet.

3. Please share a communication study the district has used in the past. (referenced in question 10 the last sentence in the second paragraph)

Answers to question 10 say that the District continues to 'study other communities' that have had success with their Inclusion Plans. We are currently reviewing work completed and underway by both Tacoma Public Schools and by Seattle Public Schools. In this case, the term implies more a monitoring or informal review of what other districts are doing or have tried that are helping them meet their goals. The more information out there for school districts to work from, the better we all do.

The District is currently evaluating a ‘Student & Community Workforce Agreement’ through the King County Priority Hire Grant Program. This information came to us late and while we are not sure we can meet the deadlines for this grant program, we are very interested in how it will work for Seattle Public Schools, and what opportunities this could bring to our district.

We recently attended a MWBE Expo sponsored by McKinstry in south Seattle. It was the first of its kind, that we are aware of, since Covid. It was a great turnout, and we collected a lot of both local and minority owned business information. We are, as a district, in internal discussions about how we can better utilize both this Expo format, in partnership with others, and to also improve the information we make available as a district. That may be improved information on our website, including instructions on certification, bid opportunities, sub-contractor opportunities, or potentially an opportunity for the District to begin its own Small Works Roster. We have been discussing this recently and may be able to make time for such an effort over the next year.

4. Please provide past examples and when was the last event and where it was held. (question 10 third paragraph)

As stated in the answer to Question #3, the District participated in a MWBE Expo sponsored by McKinstry. This was held at the McKinstry offices in South Seattle on Tuesday, March 7. While this EXPO was not specifically related to Renton School District capital projects, it was a great opportunity to speak with many small, local, and minority owned businesses we might not otherwise be in contact with. Some of the ideas mentioned in the answer to Questions #3 stemmed from conversations with on-site businesses.

5. In Question 10 in the third paragraph, you state “as a district we will continue to weigh more heavily a contractor inclusion plan in our selection process”. The contractors will do what the RFP/specs say. What does the district require? We want to see past numbers and percentages with regard to inclusion.

As mentioned in answers to Questions #1 and #2, the District’s has a new Inclusion Plan. We have added this detail into our front end’s specs on low-bid projects and will be working with our attorney to add the plan as an addendum to future GC/CM contracts. When setting the specific project requirements for this and future GC/CM projects, we will outline a point-based selection process. In the past, the district allocated anywhere from 5-10% for meeting our requirements for increased minority representation. We anticipate having discussions with our team to increase the point allocation to 15-20% of available points. We believe there has been a lot of great work in the industry by owners, but also by many GC/CM firms. Some are bringing on Equity & Diversity Managers to better assist owners with improving participation. Some have developed their own inclusion plan. Increasing the points available in the RFP selection process is a fair way of sending that message. We want a strong partner as a GC/CM and one that can deliver a good project on time and within budget, but that also will strongly support the community by employing local business and minority, women’s, veterans owned businesses. This would require the GC to also have a strong inclusion and equity plan for participation, education, and outreach.

INCLUSION PLAN

RENTON SCHOOL DISTRICT

We, the Bidder/Proposer identified below, if awarded this Project, agree to make efforts to assist the Renton School District in achieving the goals identified herein and to submit for approval an inclusion plan as discussed herein.

1. General Information

1.1 In accordance with Chapter 39.19 RCW, it is the policy of the State of Washington to provide the maximum practicable opportunity for increased participation by state-certified minority and women-owned and controlled businesses (MWBE) in public works. The Washington State Office of Minority and Women's Business Enterprises (OMWBE) certifies firms that are owned and controlled by minorities or women and can provide information regarding the certification process. Information about the certification status of a particular firm is available at the following OMWBE website address: <http://www.omwbe.wa.gov>, or by contacting OMWBE at (360) 753-9693, 406 South Water, P.O. Box 41160, Olympia, Washington, 98504-4611.

1.2 In accordance with this State policy, the Renton School District (Owner) has committed to the following policies and goals:

1.2.1 Attempt to increase the local share of total construction to 30%; and

1.2.2 Attempt to meet the Governor's diverse business goals of 10% participation by minority-owned businesses, 6% participation by women-owned businesses, and 5% participation by small business entities in construction.

1.3 In promoting this State policy, if Bidder/Proposer is awarded this contract and becomes the "Contractor" as that term is used in the Contract Documents, then Contractor agrees to implement an Owner-approved inclusion plan describing the activities and strategies that the Contractor will employ to promote the inclusion of small business entities (SBE) and minority-owned businesses and women-owned businesses (also referred to as disadvantaged business enterprises, or DBE), as Subcontractors and suppliers for this Project. In addition to addressing inclusion of SBE's and DBE's, the inclusion plan shall describe the specific activities the Contractor will undertake in its efforts to meet the aspirational goals for utilization of state-certified MWBE.

1.4 In submitting its bid/proposal and agreeing to implement an Owner-approved inclusion plan, Bidder/Proposer and Owner agree and hereby reaffirm that there are no minimum local, SBE or DBE participation requirements for this Project, and that the percentage goals stated above are purely goals and not requirements. There are no quotas for this Project. Contractor's obligation is to provide and implement an Owner-approved inclusion plan.

2. Outline of Inclusion Plan

2.1 The Contractor's inclusion plan should address at a minimum how the Contractor will achieve the following:

2.1.1 Advertising opportunities for potential Subcontractors and suppliers in a manner that is reasonably designed to provide timely notice of such opportunities to SBE's and DBE's that are capable of performing the work and encouraging participation by these firms. Advertising may be done through general advertisements (e.g., newspapers, journals, etc.) or by soliciting bids/proposals directly from such firms.

2.1.2 Providing SBE's and DBE's that express interest with adequate and timely information about plans, specifications, and requirements of the Contract.

2.1.3 Conducting at least one inclusion meeting for the purpose of familiarizing SBE's and DBE's with the Contractor's Subcontract bidding requirements, procedures, the nature of the Subcontract bid packages, and any other information or training opportunities that would provide these firms with the knowledge and skills necessary to support the preparation of responsive bids as first-tier Subcontractors or suppliers or as sub-tier Subcontractors or suppliers to first-tier Subcontractors and suppliers. Each meeting shall be advertised in a manner so as to provide reasonable notice of the subject matter, date, and time of the meeting, including, but not limited to, notices placed on the OMWBE website and in local newspapers to be agreed upon between the Contractor and Renton School District.

2.2 The Contractor is also encouraged to address the following in its inclusion plan:

2.2.1 Breaking down total requirements into smaller tasks or quantities, where economically feasible, in order to permit maximum participation by SBE's and DBE's.

2.2.2 Establishing delivery schedules, where the requirements of this contract permit, that encourage participation by SBE's and DBE's.

2.2.2 Reducing any bonding requirements where practicable and allowable by statute.

2.2.4 Utilizing the services of available minority community organizations, minority contractor groups, local minority assistance offices and other organizations that provide assistance in recruitment and placement of SBE's and DBE's.

2.2.5 How Contractor met any of the above inclusion goals prior to being awarded the contract.

3. Reporting Requirements

3.1 Prior to Application of First Progress Payment, Contractor agrees that it shall submit a list of all SBE and DBE Subcontractors and suppliers it intends to utilize on the Project, and

Contractor shall identify which firms are currently state-certified MWBE's and include their respective certification numbers.

3.2 On a monthly basis, Contractor shall submit a report in a format acceptable to the Owner providing a list of the SBE and DBE firms utilized that month, the payments made to each, and identifying which firms are currently state-certified MWBE's and including their respective certification numbers.

3.3 Prior to Final Acceptance, Contractor shall submit a report of total dollar amounts paid to each SBE and DBE.

3.4 Non-Discrimination

Contractors shall not create barriers to open and fair opportunities to all businesses including MWBE's to participate in this Project and to obtain or compete for contracts and Subcontracts as sources of suppliers, equipment, construction and services. In considering offers from and doing business with Subcontractors and suppliers, the Contractor shall not discriminate on the basis of race, ethnicity, color, creed, religion, sex, age, nationality, marital status, or the presence of any mental or physical disability in an otherwise qualified disabled person.

3.5 Sanctions

Failure to comply with any of the mandatory requirements of this Inclusion Plan may subject the Contractor to sanctions or damages as provided for by RCW 39.19.090, by other applicable laws, or by this Agreement.

Respectfully submitted,

(Name of Firm)

By:

(Signature)

(Type or Print Name of Signer)

(Title)