

## Business Equity/Diverse Business Inclusion Committee Capital Projects Advisory Review Board

25 March 2022

Committee focus:

- Comprehensive review of RCW 39.10 with the lens of equity (include RCW 39.04 & 39.80).
- Create consistency in statutory language.
- Evaluate and bring forth effective strategies and opportunities for firms to compete.

<input checked="" type="checkbox"/> Olivia Yang	Washington State University	CPARB /Committee Member
<input checked="" type="checkbox"/> Santosh Kuruvilla	Exeltech	CPARB /Committee Member
<input checked="" type="checkbox"/> Lisa Van der Lugt	OMWBE	CPARB /Committee Member
<input type="checkbox"/> Charles Wilson	DES	CPARB /Committee Member
<input checked="" type="checkbox"/> Irene Reyes	Excel Supply Company	CPARB /Committee Member
<input checked="" type="checkbox"/> Janice Zahn	Port of Seattle	CPARB /Committee Member
<input type="checkbox"/> Jackie Bayne	WSDOT OEO	Committee Member
<input type="checkbox"/> Cheryl Stewart	Inland Northwest AGC	Committee Member
<input checked="" type="checkbox"/> Chip Tull	Hoffman Construction	Committee Member
<input checked="" type="checkbox"/> Aleanna Kondelis	Akana	Committee Member
<input type="checkbox"/> Brenda Nnambi	Sound Transit	Committee Member
<input type="checkbox"/> Linda Womack	MBDA	Committee Member
<input type="checkbox"/> Cathy Robinson	City of Lynnwood	Committee Member
<input checked="" type="checkbox"/> Shelly Henderson	Mukilteo School District	Committee Member
<input checked="" type="checkbox"/> Keith Michel	Forma	Committee Member
<input checked="" type="checkbox"/> Young Sang Song	Song Consulting	Committee Member
<input checked="" type="checkbox"/> Stephanie Caldwell	Absher Construction	Committee Member
<input type="checkbox"/> Bill Dobyns	Lydig	CPARB
<input checked="" type="checkbox"/> Bobby Forch	Forch Consulting	CPARB
<input type="checkbox"/> Lily Keefe	USDOT - Northwest SBTRC	
<input type="checkbox"/> Sarah Erdman	OMWBE	
<input type="checkbox"/> Van Collins	ACEC Washington	
<input type="checkbox"/> Cathy Ridley	Exeltech	
<input type="checkbox"/> Maja Huff	Washington State University	
<input type="checkbox"/> Jerry Vanderwood	AGC of Washington	
<input checked="" type="checkbox"/> Timolin Abrom	OMWBE	
<input type="checkbox"/> Melissa Van Gorkom	Senate Committee Services	
<input type="checkbox"/> Amy Stenvall	Mukilteo School District	
<input type="checkbox"/> Cindy Magruder	University of Washington	
<input checked="" type="checkbox"/> Carrie Whitton	Forma	
<input checked="" type="checkbox"/> Rachel Murata	OMWBE	
<input type="checkbox"/> John Rose	MRSC	
<input type="checkbox"/> Jolene Skinner	LnI	
<input type="checkbox"/> Curt Gimmestad	Absher Construction	
<input type="checkbox"/> Eric Alozie	NEW Construction	
<input type="checkbox"/> Jerry Vanderwood	AGC	
<input checked="" type="checkbox"/> Hans Hansen	Bailey Construction	
<input type="checkbox"/> Bill Frare	DES	
<input type="checkbox"/> Andrea Ornelas	Union	
<input type="checkbox"/> Rebecca Keith	Seattle City	
<input type="checkbox"/> Greg Bell	Pierce County	
<input type="checkbox"/> Kara Skinner	Integrity Surety	
<input checked="" type="checkbox"/> Julie Campos	OMWBE	
Bob Armstead	Armstead Consulting	

## AGENDA

Item	Purpose	Start
Welcome and committee member introductions	Information	9:30 am
Review & approve agenda	Action	9:35 am
Review & approve 3/4/2022 meeting minutes	Action	9:40 am

Report from cochairs on distribution of draft report for comments		9:50 am
Last thoughts on Access to Capital	Discussion	10:00 am
Access to Training	Discussion	10:10 am
New Business	Discussion	10:40 am
"Final word" (from committee members)	Discussion	10:50 am
Adjourn	Action	11:00 am

**DIGITAL CONFERENCE ACCESS**

The committee meeting will be conducted entirely by Zoom digital conferencing.

Online <https://wsu.zoom.us/j/97615048848>

Meeting ID: 976 1504 8848

Join by telephone

Dial: US: +1 253 215 8782 or +1 669 900 9128 or +1 646 558 8656

Meeting ID: 976 1504 8848

Olivia Yang - Washington State University

206 718 0787 [olivia.yang@wsu.edu](mailto:olivia.yang@wsu.edu)

Santosh Kuruvilla – Exeltech Consulting

206 713 1241 [santosh@xltech.com](mailto:santosh@xltech.com)

Item: **Welcome and committee member introductions**

- Call to Order
- Quorum confirmed.

Action by: BE/BDI Committee

Status: Approved and complete

Item: **Review & approve agenda**

- Agenda Approved.

Action by: BE/BDI Committee

Status: Approved and complete

Item: **Review & approve 3/4/2022 meeting minutes**

- Minutes approved.

Action by: BE/DBI Committee

Status: Approved

Item: **Cochairs Report**

- Request from CPARB Chair
  - See something for April 14 CPARB Meeting instead of original schedule.
- Propose – sending draft executive summary to Committee next Monday or Tuesday, discuss at April 1<sup>st</sup> meeting. Request that the committee read and send substantive comments before the April 1 meeting.
- Recommendation that committee members respond in the affirmative even if they have no comments on the executive summary.
- Mindful of rushing the product and good work from the committee.

Action by: Cochairs and Committee.

Status: Draft Executive Summary to Committee in process

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Item: **Last thoughts Access to Capital**

- Any last closing thoughts?
  - Continued follow up with Kara Skinner regarding bonding barriers.
  - Ask for committee members to share links to resources that apply to the topic.

Action by: Cochairs

Status: in process

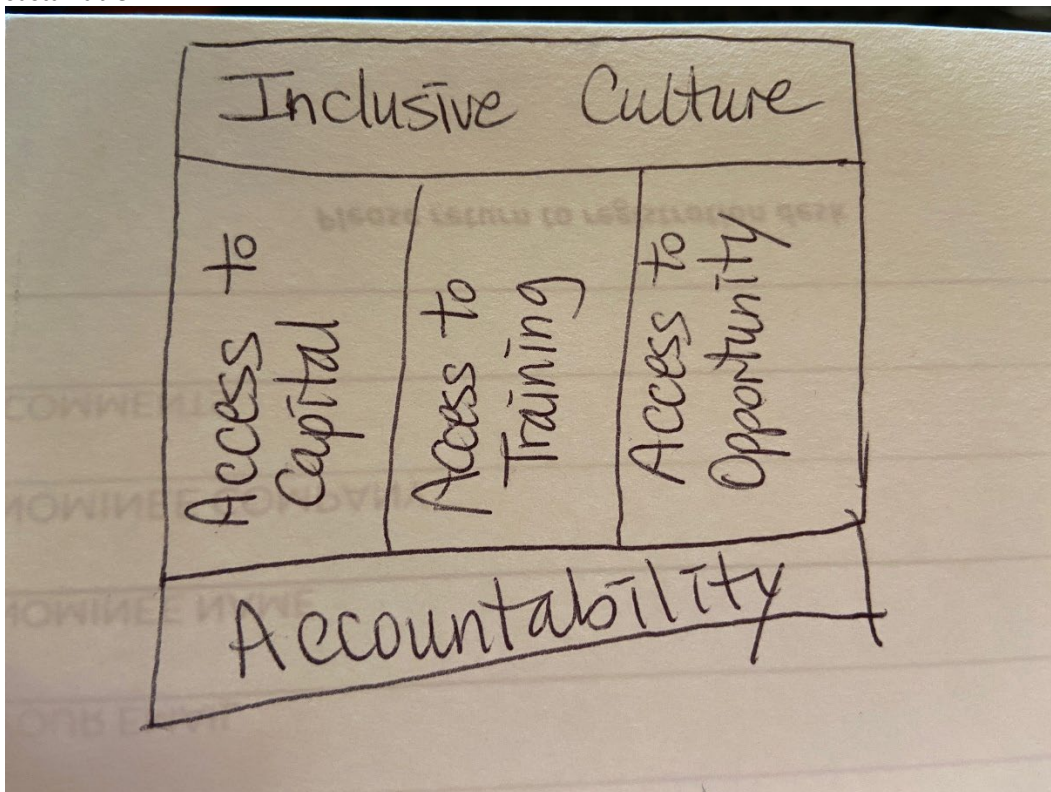
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Item: **Access to Training**

- To Kick off the conversation:
  - Could there be a directory of available training. It would provide a gap analysis, coordination of exiting efforts.
  - A lot of existing training is lecture format, not as much on the job style training. Are there opportunities that could be explored to augment the technical training?
- State recently awarded a large contract to Taber 100 to provide support services. Supposed to provide technical support to businesses.
- State's mentor protégé program. Discussion around the growth of the program.
- Sidebar – Making opportunities available. Availability challenges. 23 years of reduced level of participation. Firms doing work for Federal Government and private industry grow and are capable qualified. Find a way to contact, demonstrate that it would not be a hinderance or detrimental to do business with the state.
- Access to training – On the job training, maybe mentoring youtube videos, access to businesses within their time availability.
- Federally funded training provided by MBDA another avenue for training.
- Training must have substance and measuring results and accountability. Avoid duplicate training – those provide training should coalesce and correct the duplication of training. Testimonials for your training are not enough. Need actual numbers as the results for the training.
- NAMC is still around.
- Are we trying to house in a central location?
- Training needs to be individualized. And just a directory might not meet the need.
- Linda will forward the survey results of co-hart 3 mentor protégé program to committee and the report can be included in the BEDBI Report.
- One on One training example discussed – understanding the timing of training in order to be successful. Import to know who and when they need help.
- Oregon link shared in chat. Incubator like group.
- DBIA Training example referenced.
- It takes a blend, combination of resources already funded. Business Development groups can help make the plan to help with: Proposal review, Financial review with compilations, Contracts with primes, How long can you wait until you get paid.
- After using free and available services, firms need to be aware that they likely need \$5,000.00 to get the rest of the training needed.
- Clark College example discussed
- Profit First Book
- Minority Business Success book
- Duplicative training challenge – how to connect the programs already out there. A challenge that needs to be recognized and may not be able to be corrected by this committee but needs attention.
- Federal organization of resources example given. Might be something to consider to do in our state.
- Tuck class for Dartmouth. Do small businesses know how to find the right training?
- Scared to tap into government contracting because too much work, paperwork, administration. Small business still in survival mode, how do we get them two more steps to be there.
- Training not about what they thought it would be – define what coordinating means. OMWBE could offer – check on capacity, maybe they can get the ball rolling on what coordinating means. Put in the report that something needs to be done. Open up the subject and start the work, will need help

and input. Potentially bigger than even one organization.

- Chat comments reviewed.
- B2G Now referenced.
- SBA Training – week long training. Also an SBA training for primes working with DBE Contractors. Two day event.
- Small business development versus small business procurement. Overarching concept.
- Opportunity - City of Seattle, Yale – studies show primary employer and user of minority business,
- Culture of Diverse Business as first choice. There is foundational bridge that there is a culture of each of us truly and sincerely believing in this.
- There are firms who are performing and capable, and do not need the support. But culturally and perception wise,
- Without individuals understanding the need and the basis for change, why, what brought about the condition that created the need. Understanding that we were all born with the ability and capacity – opportunity differentiates. Given opportunity – people can and will perform. Examples – black not able to be quarterbacks, women not able to understand engineering. Limitations are what we have put on them. When the State of Washington develops a culture that inclusive, then changes will happen. But if you just say do this. But there is not an explanation of why, and the benefit to the state and them individually. One prospers and all prosper. It's not just about the numbers. When you go inside the numbers of agencies bragged about by agencies, you find that the 15% is from one firm. Doing it because it is part of your value system.
- If you want to change you have to do it, one person at a time. Accept difference but understanding the common objective. But if we are all trying to head in the same general direction, it is messy, but sustainable.



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- Giver perspective vs. receiver perspective. Interview and invite receivers to provide opinions. To get feedback to do better.

Action by: WSU to schedule the additional meeting.

Status: N/A

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Item: **New Business**

- Preparing for next week's meeting – network, access, and opportunity next topic of discussion.
  - Plan to use the whole two hours.

Action by: Committee.

Status: N/A

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Item: **Final Word**

- Please send your links to Maja and Rachel.
- We need to help each other in going through the culture shift needed.
- Coordination of training resources.
- Demonstrates the good work being done and already done. If there is something at OWMBE that can be more helpful, reach out to Lisa and team with ideas.
- Remember and look at how these apply across the state.
- If resources have advertising abilities – please provide that along with the resource.
- Culture shift conversation appreciated.
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Action by: N/A

Status: N/A

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Adjourn at 11:05

From Linda Womack@MBDA to Everyone 09:57 AM

That's great news Bobby!

From Aleanna Kondelis to Everyone 10:01 AM

Not much. We just talked through the agenda and Olivia gave an update that we need to get a draft circulating sooner because of CPARB timing so we are rushing again to get something drafted.

From Janice Zahn to Everyone 10:04 AM

Janice Zahn, CPARB Chair joined at 10:04.

From Cathy Robinson, City of Lynnwood to Everyone 10:06 AM

Cathy Robinson, City of Lynnwood joined at 10:00 am.

From Santosh Jacob Kuruvilla to Everyone 10:13 AM

<https://pbdgweb.com/>

From Young Sang Song to Everyone 10:15 AM

Young-Sang Song, Song Consulting, LLC joined at 10:00 am.

From Stephanie Caldwell to Everyone 10:21 AM

- 1) Paragraph 2: To Ensure effective inclusion in public contracting, contract language...
  - Create a universal inclusion template for agencies to follow including recommended scoring
  - Similar to what DOD offers for their branches. There are specific items in their template that is consistent for all government entities.
  - Adding links to the appendix for on boarding contractors and the completion of DEI training including anti-harassment, bullying etc.
- 2) Paragraph 8: Inclusion Compliance, Data Collection and Reporting
  - Universal reporting method across all agencies. For example, most have are using B2GNow to monitor compliance. Absher is now using B2GNow on all their projects both private and public

From Stephanie Caldwell to Me (Direct Message) 10:25 AM

Hi Maja, I sent you an email with my thoughts regarding training.

From Julie Campos to Everyone 10:28 AM

OMWBE has a calendar of events on our website

From Bobby Forch to Everyone 10:29 AM

All, good conversation. I have to jump off. Have a great weekend!

From Irene Reyes, The Glove Lady, Excel Supply to Everyone 10:37 AM

Olivia, all of us whether we admit or not, have our own personal biases that we need to work on as part of the culture.

From hans.hansen@bayley.net to Everyone 10:39 AM

I have to break away for another meeting - apologize for having to leave early. Good conversation and

appreciate everyone's efforts.

From Stephanie Caldwell to Everyone 10:42 AM

Yes, agreed with Mr. Armstead. It is about a culture shift. That's where DEI training will make a difference for Agencies and Primes. Currently, Absher is meeting with all their staff top/down dismantling any thing in our culture that demonstrates less than inclusion. Thank you for your comments.

From Chip Tull - Hoffman Construction Company to Everyone 10:51 AM

Isn

Isn't our meeting scheduled until 11:30am?

From Cathy Robinson, City of Lynnwood to Everyone 10:55 AM

Next week I have 10 am to noon blocked out for the meeting.

From Stephanie Caldwell to Everyone 11:05 AM

Yes, thank you Rachel and Maja!