



Regional Outreach: Pre-COVID!

# Diversity, Equity & Inclusion Contracting Update

March 2, 2022

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# Diversity, Equity & Inclusion

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## ✓ **Diversity (Representation)**

- *All the ways in which people differ, encompassing the characteristics that make one individual or group different from another*
- *Brings together ideas from people of varying backgrounds and experiences to grasp a fuller, broader range of thoughts, feelings, and interactions*

## ✓ **Equity (Access)**

- *Fair treatment, access, opportunity, and advancement for all people*
- *Striving to identify & eliminate barriers that have prevented full participation of some groups*
- *Everyone has access to opportunities*

## ✓ **Inclusion (Belonging)**

- *Creating environments which any individual/group can be and feel welcomed, respected, supported and valued to fully participate*
- *Creating a climate that embraces differences and offers respect – recognizes universal similarities and interdependence, despite differences*

# Environmental, Social & Governance



## Environmental

- Renewable fuels
- Greenhouse gas (GHG) emissions
- Energy efficiency
- Climate risk
- Water management
- Recycling processes
- Emergency preparedness



## Social

- Health and safety
- Working conditions
- Employee benefits
- Diversity and inclusion
- Human rights
- Impact on local communities



## Governance

- Ethical standards
- Board diversity and governance
- Stakeholder engagement
- Shareholder rights

# Diversity, Equity & Inclusion

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## ✓ **Supplier Diversity**

- *A proactive activity to ensure the fair and equitable inclusion of small, and diverse businesses in all phases of the procurement process*
- *Addresses disparities between certain groups of businesses willing and able to provide goods and services and the number of contracts they receive*
- *Promotes competition and economic growth*

## ✓ **Common Supplier Diversity Categories**

- **DBE** – Disadvantage Business Enterprise
- **MBE** - Minority Business Enterprise
- **WBE** - Woman Business Enterprise
- **VOSB** - Veteran Owned Small Business
- **DOBE** - Disabled Owned Business Enterprise
- **SBE** – Small Business Enterprise



# Diversity, Equity & Inclusion

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## ✓ **Common Barriers to DBE Participation**

- **Resources**
  - *Access to capital*
  - *Size of contracts*
  - *Insurance and bonding challenges*
- **Business type**
- **Experience**
- **Visibility to available contracts**

# Diversity, Equity & Inclusion

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## ✓ **Reducing Barriers**

- **Continuous Improvement**

- *Attend social responsibility workshops, training, and webinars*
- *Streamline procurement processes*







- **Participate in local and national procurement groups:**

- *NIGP - The Institute for Public Procurement*
  - *Best practices review group*
- *WANIGP – Washington Chapter*
  - *Knowledge sharing, local programs/practices, etc.*
- **Public Owners Group**
  - *Provides input to several Capital Project Advisory Review Board (CPARB) committees, including Small Works, Diversity, Equity and Inclusion, and Alternative Public Works Processes*

# Diversity, Equity & Inclusion

## ✓ **Reducing Barriers, Continued**

- **Eliminate any non-necessary responsibility requirements (experience, etc.)**
  - *Review experience requirements on a project-by-project basis*
- **Review bonding and insurance requirements**
  - *Review bonding and insurance requirements contract-by-contract*
- **Ensure prompt payment for contractors, consultants, and suppliers**
- **Increase visibility to opportunities**
  - *Email to all qualified contractors/consultants/suppliers on the roster*
  - *Link to opportunities from Port of Everett website*
- **Lengthen solicitation times (when appropriate)**
- **Increase direct buy thresholds**
- **Use of State / Cooperative Contracts with DBE**

-  = Contract w/ Green Recycled Content
-  = Contract With Certified Small Business
-  = \*Preference Electronic Products Purchasing
-  = \*Preference Polychlorinated Biphenyls (PCBs) Purchasing
-  = Contract With OMWBE Certified Business
-  = Contract With Vet-Owned Certified Business
- HFC** = \*Preference Hydrofluorocarbons Products Purchasing
- \*** = Newly Added Icon.

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## ✓ **Reducing Barriers – Bid Language**

- *The Port of Everett encourages and supports the use of M/WBE subcontractors and suppliers on all Work. (public works – simple statement)*
- *The Contractor, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award. (public works – excerpt from expanded statement)*



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## ✓ **Reducing Barriers - Outreach**

- **Outreach events**

- *Attend regional events*
- *Hosted Port2Business annually between 2015 and 2020\**
- *Hosted Job Order Contractor (JOC) outreaches, included 9 DBE resources*
- *Partner with PTAC for outreach and training*

- **Advertise opportunities to DBE organizations**

- *Women's Business Enterprise Council – Pacific (WBEC)*
- *Procurement Technical Assistance Council (PTAC)*
- *Office of Women and Minority Owned Business (OMWBE)*
- *Small Business Administration (SBA – Seattle)*

\*Paused due to COVID

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## ✓ **Next Steps**

- **Continue to reduce barriers**
  - *Streamline processes and advocate for legislative changes*
  - *Participate in additional outreach events with local agencies/PTAC*
  - *Outreach to DBE groups for addition to Small Works, Consultant and Supplier rosters*
- **Enhance awareness with staff**
- **Review and update “How to Do Business with the Port”**



**Thank You!**  
**Questions?**

