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Agenda Item: 10b\_Order  
Meeting Date: January 23, 2024

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ORDER 2024-03  
AN ORDER OF THE PORT OF SEATTLE COMMISSION  
...to update the Port's Diversity in Contracting goals for  
2024.

PROPOSED  
JANUARY 23, 2024  
INTRODUCTION

The Port of Seattle has spent many years working to increase the opportunities for women and minority business enterprise (WMBE) participation in Port contracts.  
The most recent iteration of these efforts has also been the most successful: Resolution No. 3737, established a Diversity in Contracting Policy Directive, which has directly led to the increase of

Port WMBE spending as a percentage of all Port contracts from 5.3 percent in 2016 to 12.6 percent in 2022. Furthermore, the number of individual WMBE firms that contracted with the Port rose from 118 firms in 2016 to 329 firms in 2022.

While much has been done to increase WMBE participation, the Port has not yet achieved all of the initial goals outlined in the Diversity in Contracting Policy Directive. As such, the Port is conducting a disparity study that seeks to identify if there is still disparity in the Port's contracting with WMBE firms.

In 2024 the Port will be crafting plans and implementing changes to increase WMBE access based on the Port's internal WMBE data analysis including the findings of this disparity study. While this work is in progress, an extension of the WMBE goals contained within the Policy Directive is warranted for 2024.

#### TEXT OF THE ORDER

The Port Commission hereby directs the Executive Director to set the following Diversity in Contracting WMBE spending goals for the 2024 budget year:

- 1)
- 2)

Portwide WMBE Goal: 15 percent of the total Port spend.

WMBE Firms Utilized Goal: 400 firms in 2024

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Additionally, the Port shall set annual division/department goals on non-construction WMBE spending.

#### STATEMENT IN SUPPORT OF THE ORDER

In service of the Port's Century Agenda Goal of becoming a model of equity, diversity, and inclusion, the Port has committed to the objective of increasing utilization of WMBE and Disadvantaged Business Enterprise (DBE) firms and eliminating disparity of access to opportunities.

Given the context of Washington's I-200 restrictions on the Port's actions to increase these opportunities, the Port's Diversity in Contracting work is a critical piece of the Port's mission to create economic opportunity for all, partner with surrounding communities, promote social responsibility, and hold ourselves accountable.

The Port's Diversity in Contracting Policy Directive seeks to affirmatively expand the Port's efforts to increase WMBE participation in Port contracts and ensure that WMBEs are afforded fair and equitable opportunity to compete for Port contracts, succeed as subcontractors, and do not face unfair and unnecessary barriers when seeking and performing on Port contracts.

Extending these goals another year will give the Port the best chance to incorporate findings from the 2023 disparity study into the next plan to increase WMBE access, which in turn will make sure that opportunities to access Port contracts are inclusive of all our diverse communities.

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