

Office of Equity & Civil Rights Update

Joint Transportation Committee

Jackie Bayne, Deputy Director, Office of Equity & Civil Rights
October 17, 2024

Roger Millar, Secretary of Transportation

Mike Gribner, Deputy Secretary of Transportation

WSDOT Strategic Plan

Our Strategic Plan provides the vision, mission and values that guide the work of the agency. The important work of the agency is focused in three key areas:

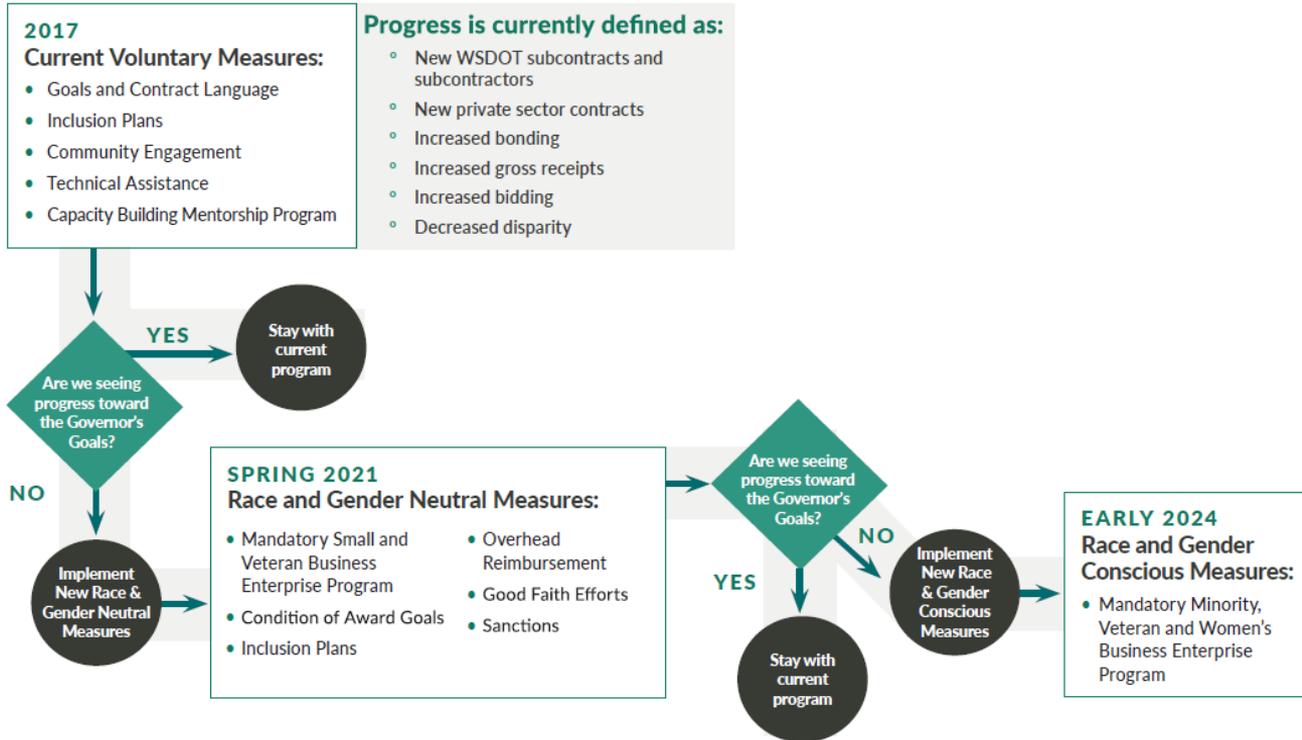
Resilience

Workforce Development

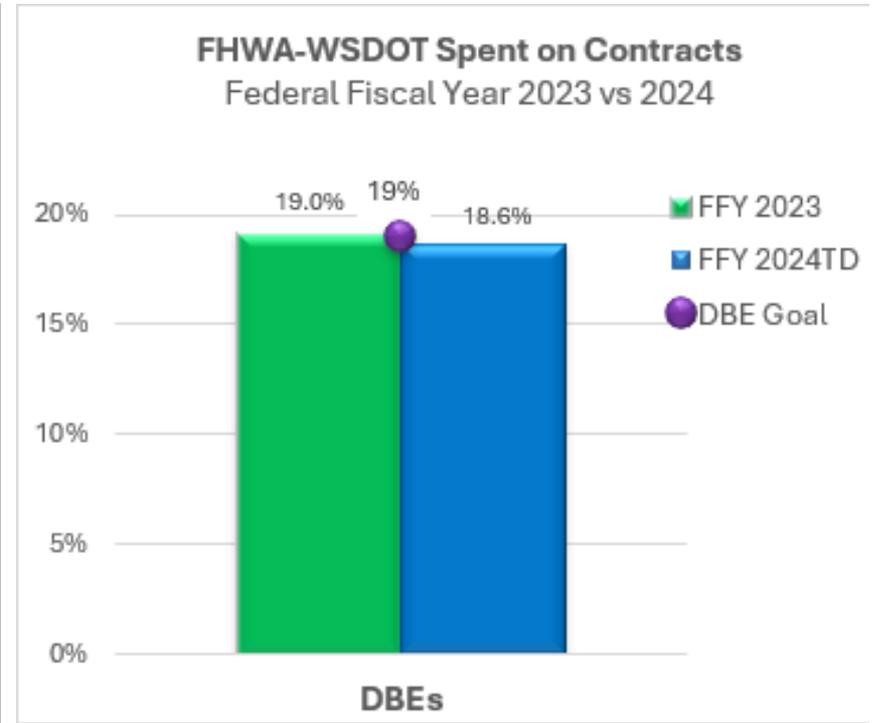
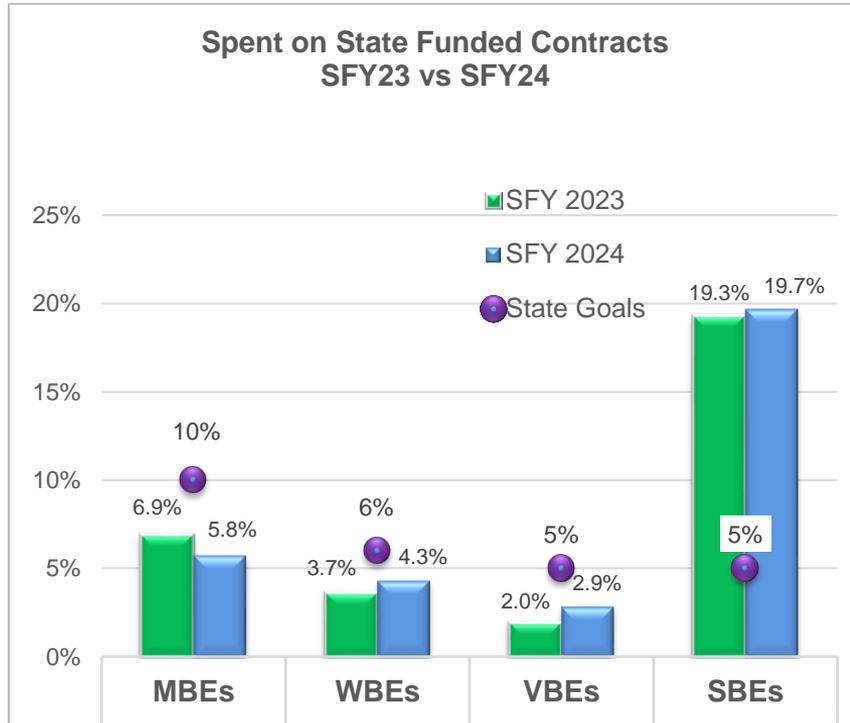
Diversity, Equity & Inclusion



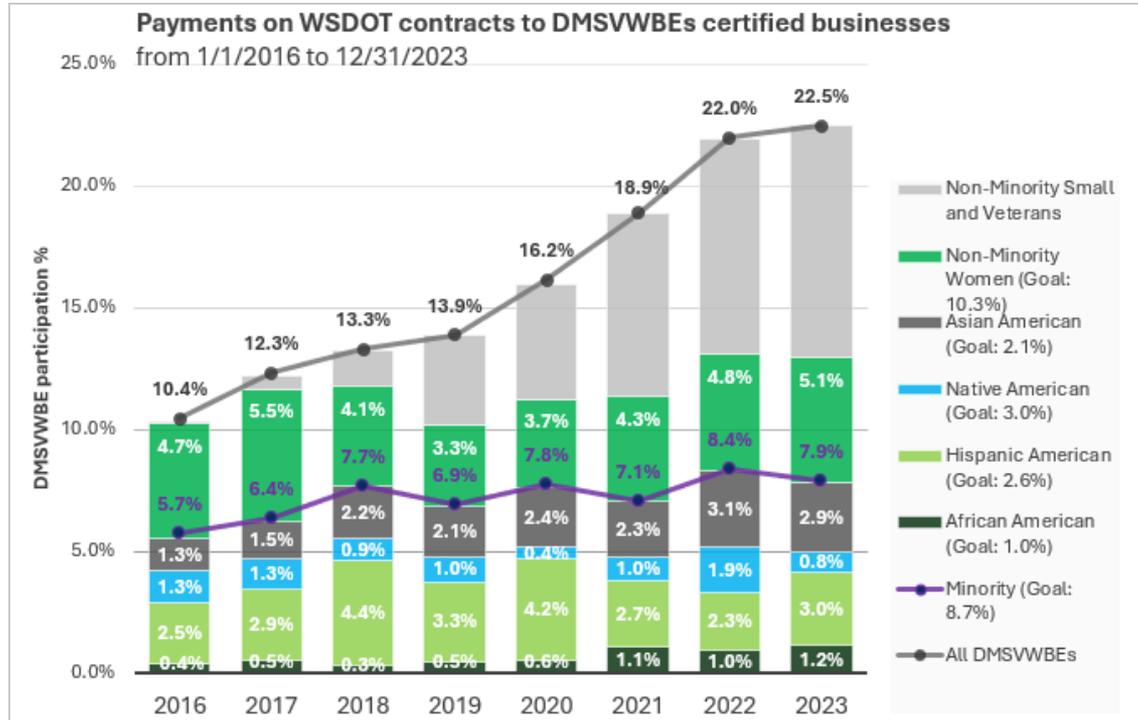
State Funded Contracts - Diversity Roadmap



State & Federal Participation

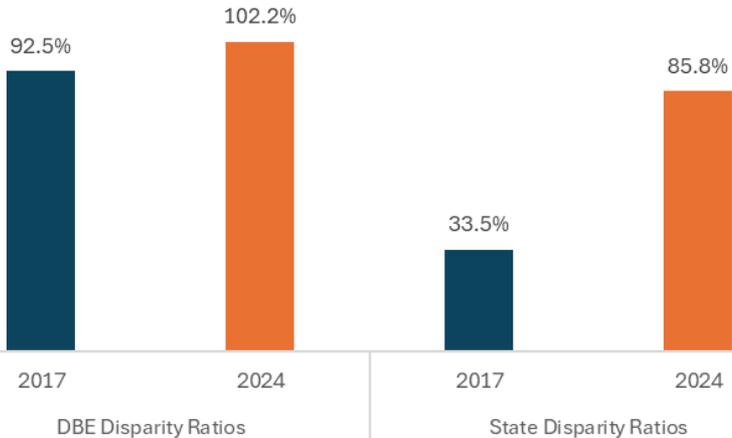


Diverse Payments

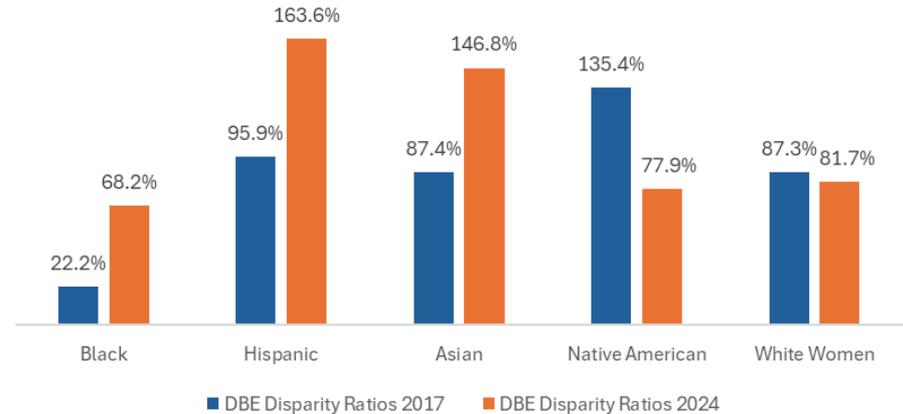


Disparity Study Findings

Total Disparity Ratio



Disparity Ratios 2017 to 2024 (higher number = increased utilization)



Disparity Study Findings



Disadvantaged Business Enterprise Program Update

Challenge

- Mid-America Milling Company v. USDOT
- Race-gender goals of the DBE Program
- No nationwide injunction
- Sixth Circuit laws apply
- Not applicable in Washington state



Disadvantaged Business Enterprise Program Update

Opportunities

- Western Washington University study
- Capacity Building Mentorship Program expansion
- Minority & Women's Business Enterprise Support Service
- Small & Veteran-Owned Business program
- Trucking Consortium



Pre-Apprenticeship Support Services

- Pre-Apprenticeship Support Services
 - 510 individuals
- Career Opportunity Maritime Pre-Apprenticeship Support Services
 - 32 individuals
- On-the-Job Training Support Services
 - 25 (federal fiscal year 2024)
- Department of Corrections
 - 82 individuals
- Camp Hope & Unhoused
 - 48 individuals

*Since 7/1/2023 unless noted



Other Important Programs & Initiatives

- Title VI language access
 - Website
 - Vital document translation
- Americans with Disabilities Act Program
 - Local agency transition plans
 - Visual paging
- Diversity, Equity & Inclusion Plan
 - Culture of Belonging
 - WSF Passenger Code of Conduct
- Healthy Environment for All (HEAL) Act:
 - I-90 Judkins Park Station – Reconnecting Communities
 - SR 525 Mukilteo Bridge over Railroad – Bridge Replacement
 - SR 900/57th Ave S to S 135th – Environmental Justice Assessment
 - I-5/NB N Lake Samish to Nooksack River - Concrete Pavement Rehab
 - SR 525 Spur Vic to Mukilteo Ferry Terminal – HMA Paving and ADA Compliance

Thank you and questions?

Jackie Bayne

Deputy Director

Office of Equity & Civil Rights

Washington State Department of Transportation

Cell: (360) 338-5783

BayneJ@wsdot.wa.gov