

Disparity Study Recommendations

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Department of Finance and Administrative Services



City of Seattle



Background

This large-scale study seeks to evaluate if WMBEs have equal access to contracting opportunities and establish recommendations to enhance contracting equity.

Our Consultant

Colette Holt & Associates is a nationally recognized consulting firm specialized in conducting Disparity Studies.

CHA has conducted Disparity Studies for:

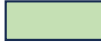
- Sound Transit
- Washington Department of transportation
- King County



Key Recommendation

Narrowly Tailor the WMBE Program

Recommended Action	City's Proposed Strategy
1. Revise certification eligibility (Recommendation F)	- Utilize OMWBE-certification within the City's program - Continue to have access to OpenGov for self-identification - Conduct stakeholder engagement to determine ways to decrease potential impacts

 = Partial or no implementation  = Additional research needed  = Moving forward



Key Recommendation, continued

Narrowly Tailor the WMBE Program

Recommended Action	City's Proposed Strategy
Revise Inclusion Plan (IP) requirements (Recommendation F)	
1. Remove requirement for certified WMBE primes to submit an inclusion plan	Review with WMBE IDT and AC
2. Revise Inclusion Plan requirements	Review and modifying the IP for construction and consultant contracts
Not award extra evaluation points for firms that exceeded the contract goal on an earlier contracts	Review with WMBE IDT and AC
Consider using B2Gnow's Utilization Plan module	Not implementing due to organizational constraints
3. Use Study to set an annual aspirational WMBE goal	Consider including in 2026 work plan – Q1

= Partial or no implementation
 = Additional research needed
 = Moving forward



Additional Key Recommendations

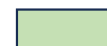
Recommended Actions	City's Proposed Strategy
Increase communication and outreach to W/M/DBEs and small firms (Recommendation C)	Develop forecasts, conduct targeted outreach and increase awareness of TAS
Unbundle projects into less complex scopes of work and lower dollar values. Expand Small Works program to create smaller projects. (Recommendation D)	Part of WMBE training. Work with departments to develop/implement best practices.
Set experience requirements only as high as truly needed (Recommendation D)	Part of WMBE training
Consider partnering with other agencies and local organizations to provide bonding and financing program and enhance technical assistance (Recommendation E)	Facilitate third party bonding and finance assistance. Evaluate adding scope to TAS.



= Partial or no implementation



= Additional research needed

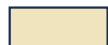


= Moving forward



Additional Key Recommendations

Recommended Actions	City's Proposed Strategy
Adopt “prompt pay” and mobilization pay for all subs on construction contracts (Recommendation D)	Review with AGC
Review and revise system for setting rates for design contracts (Recommendation D)	Review with WMBE IDT/AC
Consider providing additional points in best value or negotiated contracts for a prime proposer using a firm that is new to City work (Recommendation D)	Difficult to track. Tried this approach in 2012. Review with WMBE IDT/AC.
Consider a fixed markup percentage (perhaps 5%) to encourage large firms to use certified firms as much as possible (Recommendation D)	Review with WMBE IDT/AC



= Partial or no implementation



= Additional research needed



= Moving forward



City's WMBE Work

Annual WMBE
Goals

Technical
Assistance

Outreach Events

Inclusion Plans

Pre-Solicitation
Meetings

Sponsorships



Key Takeaways



Utilize OMWBE-certification within the City's program and continue to have access to OpenGov for self-identification



Retool Inclusion Plan scoring process



Use study to develop annual OMWBE-certified WMBE goal



Target support to underutilized WMBEs and expand Technical Assistance program



Work with WMBE IDT and Advisory Committee on increasing prime contract awards to WMBEs, DBEs and small firms Implement key success measures to evaluate program



Implement key success measures to evaluate program



Questions?

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