



Seattle
Department of
Transportation

TITLE VI ACCOMPLISHMENTS & GOALS REPORT

Report for October 1, 2024, through September 30, 2025

Contact Information

Name and title of administrator (signature on Standard Assurances): Acting SDOT Director, Angela Brady, P.E.

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Name and title of designated Title VI coordinator: Derrick Wheeler Smith

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Accomplishments

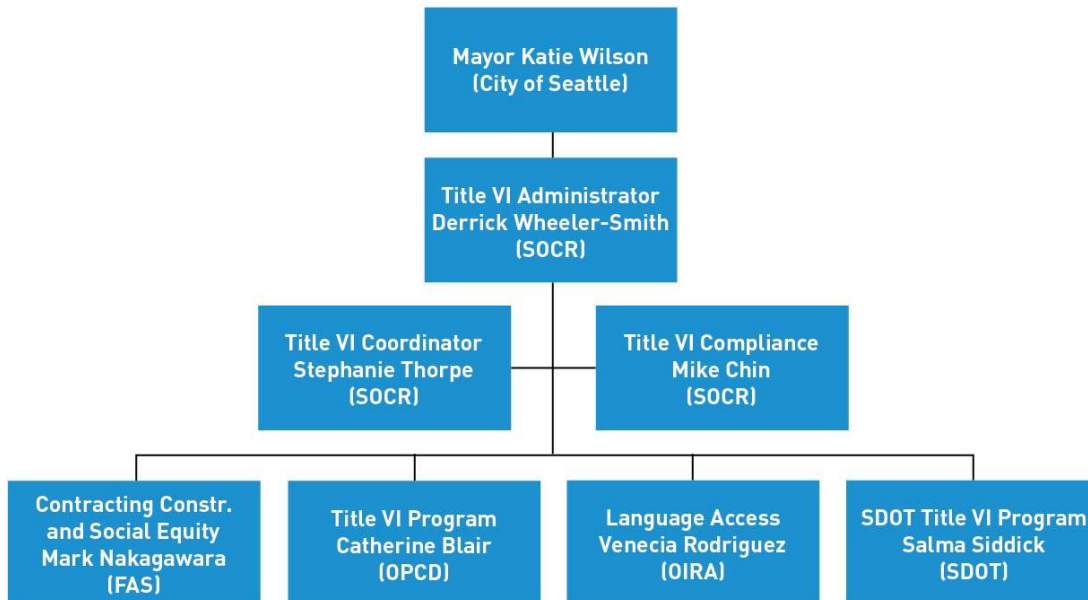
1. Have there been any changes to the approved Title VI Plan that have not been reported to OECR?

- No. There have not been any changes to the approved Title VI Plan that have not been reported to the Office of Equity and Civil Rights (OECR). The City of Seattle updated its Title VI Plan in January 2026. Please see Attachment A

2. Organization, Staffing, Structure: Describe the Title VI Program reporting structure including the Title VI Coordinator, Administrative Head, and transportation-related staff. The list should include name, race, color, and national origin of each individual. Include the same details if your LPA has a volunteer or appointed board related to transportation decision-making.

- Please see the table below for the City of Seattle Compliance Staff demographic breakdown
- Please see the org chart below for the City of Seattle Title VI Structure

Title VI Organizational Chart



Title VI organizational chart showing Mayor Katie Wilson at the top. Reporting to the Mayor is Title VI Administrator Derrick Wheeler-Smith. Reporting to the Title VI Administrator is Title VI Coordinator Stephanie Thorpe and Title VI Compliance Mike Chin. Reporting to them is Contracting Constr. And Social Equity Mark Nakagawara, Title VI Program Manager Catherine Blair, Language Access Venecia Rodriguez, and SDOT Title VI Program Manager Salma Siddick.

- Please see Attachments B, C, D, E, F for SDOT’s Advisory Boards:

- Transportation Equity Workgroup (TEW)
 - Seattle Bike Advisory Board (SBAB)
 - Seattle Freight Advisory Board (SFAB)
 - Seattle Pedestrian Advisory Board (SPAB)
 - Levy Oversight Committee (LOC)
- The SDOT Compliance Manager works in unison with critical stakeholders within SDOT and other departments, and the City’s Civil Rights Enforcement Director (Acting Title VI Coordinator), fulfilling reporting requirements.
 - Table 1 lists the current Title VI compliance staff. These include: The Mayor's Office, the Office of Civil Rights (SOCR), who oversee Title VI Compliance Citywide, the Office of Planning and Community Development (OPCD), the Seattle Department of Transportation (SDOT), Finance and Administration Services (FAS), and the Office of Immigrant and Refugee Affairs (OIRA)

Table 1. City of Seattle Title VI Compliance Staff

Name	Department/Role	Race	Gender
Katie Wilson	Mayor, City of Seattle	White	Female
Derrick Wheeler-Smith	Director, SOCR (Title VI Administrator)	Black	Male
Mike Chin	Civil Rights Enforcement Director, SOCR (Acting Citywide Title VI Coordinator)	Asian Pacific Islander	Male
Medhanit Abebe	Civil Rights Investigations Manager, SOCR (Citywide Title VI Compliance Specialist)	Black	Female
Krystal Bautista	Sr. Civil Rights Investigator, SOCR	Latinx/Hispanic	Female
Mamadou Jawo	Civil Rights Investigator, SOCR	Black	Male
Mikayle Boswell	Paralegal, SOCR	Black	Male
Grace Nguyen	Civil Rights Investigator, SOCR	Asian Pacific Islander	Female
Jason Simon	Civil Rights Investigator, SOCR	White	Male
Josh Treybig	Civil Rights Investigator, SOCR	White	Male
Latrice yBarra	Operations Director, SOCR	Black	Female
Rico Quirindongo	Director, OPCD	Latinx/Hispanic	Male
Melissa Wilke	Finance and Administration Manager	White	Female
Catherine Blair	Senior Grants Administrator	White	Female
Angela Brady	Acting Director, SDOT	White	Female

Maura Donoghue	Contracts and Procurement Manager, SDOT	White	Female
Jill Macik	Environmental Manager, SDOT	White	Female
Barret Aldrich	Real Property Manager, SDOT	White	Female
Dan Anderson	Public Engagement Manager, SDOT	White	Male
Michele Domingo	Director, Office of Equity & Inclusion, SDOT	Asian Pacific Islander	Female
Salma Siddick	Compliance Manager, Office of Equity & Economic Inclusion, SDOT	Black	Female
Vacant	Title VI Advisor, Office of Equity & Economic Inclusion, SDOT	----	----
Mark Nakagawara	Contracting Construction & Social Equity Manager, Seattle Office of Finance & Administrative Services	Asian	Male
Venecia Rodriguez	Language Access Specialist, OIRA	Latinx/Hispanic	Female

- Please see Attachment G for a list of demographic data of Title VI key stakeholders within SDOT.
- In 2025, SDOT held four virtual Title VI Trainings. This training is mandatory for all SDOT staff. Please see Attachment H for a list of SDOT employees, including their job titles, divisions, and demographic data. The four training sessions SDOT hosted, however, were geared toward SDOT staff and detailed DOT aspects of Title VI. The training included an overview of Title VI, responsibilities, monitoring, and compliance requirements. The Citywide Title VI training, led by the Seattle Office for Civil Rights, is hosted on the citywide training site, Cornerstone. Both trainings identified all the key aspects of Title VI with key stakeholders. Please see Attachment I for the Citywide Title VI training attendees.
- The current structure for Title VI work highlights regular coordination and collaboration between the Seattle Department of Transportation (SDOT), the Office of Planning and Community Development (OPCD), the Seattle Office for Civil Rights (SOCR), Finance & Administrative Services –Purchasing Contracting (FAS-PC), the Office of Immigrant and Refugee Affairs (OIRA), and other City departments. The SDOT Title VI Coordinator has access to regular check-ins with the Citywide Title VI Coordinator, housed in SOCR, and staff in the departments shown in the chart below. The Citywide Title VI Coordinator organizes inter-departmental Title VI meetings with the Title VI liaisons every quarter. As this position is currently vacant, all Title VI work within SDOT is overseen by the Compliance Manager, Salma Siddick.

3. **Community Demographics:** Using a map of the LPA’s boundaries, describe the demographics of the LPA’s service area (e.g., race, ethnicity, and national origin). List, by individual languages, the percentage of the population who is Limited English proficient. If the LPA’s Limited English proficient population is 5% of the total population or 1,000 individuals, whichever is less, explain the Four-Factor Analysis by answering the statements listed on the next page.

a. Briefly describe the number of LEP persons served and languages spoken in the service area.

According to a 2023 study (updated in February 2024) by our colleagues at the Office of Immigrant and Refugee Affairs and the City Demographer, approximately 51,874 people in Seattle are considered Limited English Proficient (LEP). This represents about 7.5% of Seattle residents aged 5 and older. The top languages spoken by people with limited English proficiency (LEP) are:

Rank	2023 Top Languages
1	Spanish
2	Chinese*
3	Vietnamese
4	Somali
5	Tagalog
6	Korean
7	Amharic
8	Russian
9	Japanese
10	Tigrinya
11	Arabic
12	Oromo
13	Hindi
14	French
15	Ukrainian

These 15 key languages were identified as priorities for communication and outreach. These languages were identified based on data from sources such as the American Community Survey, Seattle Public Schools, and local public health and housing services. Our efforts focused on ensuring that LEP residents could access transportation services and information in their preferred language.

There are two primary Chinese writing systems: Traditional and Simplified Chinese. The two systems are mutually intelligible. Given Seattle's composition of Chinese-language users and their English proficiency, we recommend translating written materials into Traditional Chinese. For oral interpretation, we recommend including both Cantonese and Mandarin.

b. Briefly describe the frequency of contact with LEP persons for services or projects (e.g., customer service interactions, public meetings, and contracts bidding and awarding).

Portable Interpretation Headsets: To support community members at public events, 3 transmitters (used by interpreters) and 24 receivers (used by the audience) have been purchased to offer simultaneous or consecutive interpretation more easily. Please find examples of translated materials in Attachment J.

c. Briefly describe the importance of the program, activity, or service to the lives of LEP persons.

Transportation is a universal concern: our mobility programs, permitting processes, capital projects, and other activities impact residents in various ways. Language access helps community members get City services and information. Success is measured by the number of non-English speakers who can access city services and information, not by the quantity of translated or interpreted content. By removing the tiering system, we emphasize the importance of intentional language access and encourage departments to tailor their strategies to community needs.

Departments can start small and gradually expand their language access efforts. The deliberate strategy includes properly documenting the language preferences of the program audience, measuring the effectiveness of translation and interpretation services, gathering feedback from community members on how they engage with the language services provided, and regularly revising language access strategies and plans.

Customer Information Desk Interpretation Notice: When we opened our joint customer information desk with the Seattle Department of Construction and Inspections in the main lobby of Seattle Municipal Tower (SMT) this year, we posted this notice at the desk. The poster offers the message, "You have the right to ask for help in your preferred language. We provide free interpretation services. Please tell us the language you need. We look forward to helping you!" in seventeen languages.

- The [Racial and Social Equity \(RSE\)](#) Index combines information on race, ethnicity, and related demographics with data on language spoken at home, socioeconomic status, and health disadvantages to identify where priority populations make up relatively large proportions of neighborhood residents. The three-component indices are equally weighted, and each sub-index includes individual metrics, as described below.
- The index was first created in 2017 and updated in 2023. The 2023 update of the RSE Index maps data to 2020 census tracts and is accompanied by a [Users' Guide](#). The index is updated every 3 years using the most recent available data. In the 2026 Annual Update & Accomplishment Report, examples of projects that leverage the latest updates will be shared.
- The Office of Planning and Community Development (OPCD) maintains several interactive mapping apps that enable users to click on an individual census tract to access details on demographics and languages spoken in that neighborhood. For example, the [Exploring the Patterns of People mapping app](#) indicates that Spanish, Vietnamese, and Chinese are the most common languages spoken at home by South Park residents with limited English proficiency.
- The number and variety of individual languages for which ACS estimates are available at a neighborhood level are more limited than at larger geographic levels. In recent years, the Census Bureau has reduced the number of languages it reports at the census tract level to protect privacy. For example, tract-level reporting on the “African Languages” grouping has been eliminated, and these languages are now lumped into the “Other” and “unspecified languages category.” The [ACS Neighborhood Profile Builder](#) provides a handy way to generate charts of American Community Survey data for census-tract-based neighborhoods on many topics, including languages spoken.
- The [map below uses the RSE Index to identify where marginalized populations](#) make up large proportions of neighborhood residents. The size of pie chart icons is based on the number of adult residents in each tract with limited English proficiency, and the slices indicate the prevalence of the languages spoken.

Language Groups Spoken by Adults with Limited English Proficiency Overlaid on Racial and Social Equity (RSE) Index Priority Areas

The pie charts on this map indicate the estimated prevalence within census tracts of language groups spoken by adults with limited English proficiency. (Source: U.S. Census Bureau).

Census tracts highlighted in pink indicate high priority areas identified through the City's RSE Index. The RSE Index combines data on race and related demographics with data on socioeconomic and health disadvantages to identify where RSJI priority populations make up large proportions of neighborhood residents.

The RSE Index, produced by the Office of Planning & Community Development, is a tool to aid in the identification of City planning, program, and investment priorities.

Visit the RSE Index WebApp at: <https://maps.seattle.gov/RSEIndex>

Legend



Source:
2017-2021 5-Year American Community Survey Estimates, U.S. Census Bureau;
2020 Decennial Census, U.S. Census Bureau;
mortality estimates published by the Centers for Disease Control in the PUFACS project;
Washington State Department of Health;
Washington Trading Network (WTN);
and estimates from Public Health - Seattle & King County (based on the Community Health Assessment 2019).
Notes: Language is for population age 18 and older.
Educational attainment is for the population age 25 and over.
Life expectancy is the expectancy at birth.
Other health measures based on percentages of the adult population.
Map produced by: City of Seattle Office of Planning and Community Development.
For more information on the index, including guidance for use, contact: Dana Caroson, Demographer & Strategic Advisor, dana.caroson@seattle.gov

City of Seattle, King County, WA State Parks GIS, Esri, HERE, Garmin, SafeGraph, GeoTechnologies, Inc, MIT/NASA, USGS, Bureau of Land Management, EPA, NPS, USDA

The pie charts on this map indicate the estimated prevalence within census tracts of language groups spoken by adults with limited English proficiency. (Source: U.S. Census Bureau).

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The RSE Index, produced by the Office of Planning and Community Development, is a tool to aid in the identification of City planning, program, and investment priorities.

d. Briefly describe current resources available for LEP persons and overall cost.

- **Importance of Planning and Budgeting Ahead:** Departments are encouraged to plan for interpretation and translation assistance early in the project planning process. Depending on available resources and a program's specific communication approach, departments determine which languages to translate or interpret. When resources are limited, the Language Access team encourages departments to ensure that a few languages are supported throughout the engagement process before expanding language services to many languages. As of December 4, 2025, we've spent \$92,722 on translation and interpretation services.
- **For Neighborhood Specific or Sector-Based Community Outreach:** Departments may need to prioritize a different set of languages. For example, when departments communicate with families with school-aged children, they should prioritize the top languages highlighted in the Seattle Public School data. If a department or program's participation is heavily based in specific Seattle neighborhoods, the links below are commonly used.
 - [ACS Neighborhood Profile Builder](#)
 - [DON Neighborhood Snapshots](#)

4. Complaints: Provide a copy of the LPA's Title VI complaint log, including new Title VI complaints received during this reporting period and any still pending. Include the basis of the complaint (race, color, national origin) and describe the disposition (status/outcome).

- There were no Title VI complaints received during this reporting period.

5. Planning: Describe the transportation planning activities performed this reporting period. Describe the actions taken to promote Title VI compliance regarding transportation planning, including monitoring and review processes, community involvement, their outcome or status. Include examples of community outreach.

- In 2025, SDOT led a project to study and develop strategies to improve access to curbside commercial vehicle load zones (CVLZs) in Seattle. This included a thorough engagement effort with local business owners. As part of our equitable outreach strategy, we centered the voices of BIPOC business owners in Belltown, particularly those who prefer to speak in languages other than English. This approach—conducted in person with outreach

specialists who spoke the preferred languages of the business owners and employees— aimed to hear from those who have been historically ignored and provide actionable insights to guide SDOT’s policymaking.

- **Language Access for LEP Communities:** The project team conducted interviews with a diverse range of business owners through outreach specialists with the same cultural and language backgrounds. Prior to the initial engagement, the project team researched the preferred languages of the business owners and brought outreach professionals fluent in those languages. This ensured effective communication and helped establish trust more quickly. The results were in-depth interviews with Spanish-, Mandarin-, Korean-, Japanese- and English-speaking business owners to discuss their delivery challenges and share improvement ideas. The business owners varied, from restaurants to grocery stores, floral shops, and other retail establishments. Project materials, such as flyers and interview questions, were translated into Seattle's Tier 1 languages.
- In 2025, SDOT and the [Office of Planning and Community Development \(OPCD\)](#) jointly hosted two of five Station Area Planning focus groups with representatives of community-based organizations that serve BIPOC, limited English proficiency, and immigrant populations within the Delridge neighborhood. The focus groups aim to gather community input on how to equitably guide growth around the planned Delridge Station on the West Seattle Link Extension. Topics discussed include preferred multifamily housing design and placement, as well as transportation safety and access challenges surrounding the incoming station. Three additional focus groups will be held in 2026. A summary of the feedback received will inform the development of policies and projects included in the [Delridge Station Area Plan](#).
- **Building Sidewalk and Walkway Connections:** In 2025, SDOT organized 10 “walkshops” with targeted neighborhoods to hear local ideas for locations of new sidewalks and walkways. This work is driven by the 2024 Transportation Levy, which allocated funding for 350 blocks of new sidewalks, with 250 to be delivered within the first four years of the eight-year levy. These events were held in neighborhoods that lack sidewalks and meet a set of criteria identified in the Seattle Transportation Plan (STP), including proximity to frequent transit and schools, safety, and equity. SDOT staff collaborated with local community groups to identify walk routes, meeting locations, and outreach methods tailored to each neighborhood. At each event, SDOT staff would walk a route with community members, taking notes and photos of locations where sidewalks are desired. These notes were compiled into a report, which was shared with the “walkshop” participants for review before finalization. Staff then evaluated the locations and determined which blocks would move forward into design and construction based on feasibility and cost.

- **Bus Lane Outreach:** In the first half of 2025, a team of SDOT and King County Metro staff collaborated on an effort to expand the hours of the bus lanes on [Aurora Ave N](#). This initiative arose as a mitigation measure for the Revive I-5 construction, as it was anticipated that traffic would increase on Aurora, an adjacent north-south thoroughfare. To help manage extra traffic on Aurora, the goal was to shift the bus lanes from being in effect only during AM/PM commute times to being in effect all day, every day. The interagency team worked closely with businesses and the community along Aurora Avenue to prepare for these changes, which took effect in June 2025. Targeted door-to-door outreach was done for businesses with identified loading and parking needs. A Spanish interpreter was available for businesses with Spanish-speaking owners and staff. Staff listened carefully to the needs of the businesses and developed compromise solutions where possible, while still meeting the goal of making the bus lane more efficient.

6. Right-of-way actions: Describe activities during this reporting period associated with the purchase, sale, lease/use, or transfer of real property (related to highway transportation/public right-of-way use). Include demographic information of affected populations. For example, the race, color, national origin of affected property/business owner(s)/tenant(s).

- SDOT analyzes demographic information at the beginning of a project to avoid, minimize, or mitigate impacts to minority and low-income populations. This high-level demographic analysis helps us identify the race/color/national origin/language of people (including property owners, tenants, and businesses) potentially impacted by a project. As part of our real estate processes, we document whether a property owner needs language access assistance. If they do, interpretation services are provided free of charge, and translated materials are available upon request.
- If language services are needed to communicate with property owners, real property agents, and their consultants (Agents and Appraisers) will initiate SDOT's Language Line services to clearly communicate our need for the project and resources available to the owner during real property acquisition. Engagement with property owners and tenants is often conducted via mail or email, so the specific demographics of these individuals are unknown and not reported. Translation services are provided and documented in our files when a communication barrier exists. During this reporting period, translation services were not needed.
- During this reporting year, we were tasked with hiring on-call Real Estate consultant companies for our future projects. Throughout the process, our Contracting Equity Advisor, Christina Guros, helped us determine the strength of consultant Women and Minority Business Enterprise (WMBE) plans, scoring higher for better/more equitable plans.

7. Identify right-of-way appraisers and acquisition staff (used during this reporting period) by race, color, national origin.

- Please see Attachment K for Right of Way staff Identify right-of-way appraisers and acquisition staff (used during this reporting period) by race, color, and national origin.

8. Studies and Plans: Were any transportation studies (including environmental reviews) conducted or transportation plans completed during this reporting period? Identify the data source(s) and provide data summary (Title VI/Environmental Justice Analysis) relative to ethnicity, race, languages spoken, neighborhoods, income levels, physical environments, and/or travel habits. Explain how data was used in these studies/reviews/plans.

Transportation Plans completed from 10/1/2024 to 9/30/2025:

- January 2025: The 2025 Levy Delivery Plan, the first of 8 annual Levy Delivery Plans, which sets the framework for improvements across the city, with an emphasis on safety, infrastructure, and community-driven projects. The plan identified many projects which the department planned to build, design, and plan in 2025, funded in part or in full by Seattle Transportation Levy dollars. [More information can be found here.](#)
 - SDOT conducted four NEPA CEs. Please see Attachment L for 2025 NEPA and SEPA determinations.

9. Project Location and Design: Provide a list of construction projects that began during this reporting period. Using a map of the LPAs service area, identify project locations, and a brief description of the projects' benefits/burdens to affected populations. If possible, provide a map that overlays projects with the racial composition of affected neighborhoods.

- Please see attachment M for a list of construction projects

10. Other Public Meetings: List other public meetings held during this reporting period. Identify efforts used to encourage citizen participation at those meetings. Detail dates, times, locations, attendance, and provide examples of outreach materials.

- SW Barton Layover Public Information Session, June 11, 2025, 5:30-7:00PM
 - We hosted our first public information session at the former Bed Bath and Beyond in the Westwood Village shopping mall. The repaving effort for the project will address buckling concrete on the arterial, due to begin in April 2026, so this session was meant to help people understand the type of work and its impacts on local transit and access. Two weeks prior to the session, we sent a postcard to the local residents and businesses in the shopping mall. Additionally, we reached out to the property owner/company that manages the mall to spread the word that the public information session would be held in their plaza, which spurred more-of-the-moment conversations with passersby. In the meeting, we shared our environmental impact reports, acknowledging that the project is aware of local peat

bog sediments. We also shared the impact maps for transit layover zones and bus stops that would be shifted away from their current locations. Around 16 people attended, and most spoke at length to detail the area's history and the need for a better understanding of local residents' needs.

- [Public Meeting Postcard](#)
- [Bus Layover Repaving Relocation](#)
- [Bus Stop Relocation](#)

- [AAC Roosevelt and Pinehurst Way Paving & Safety Project](#)

- We hosted our first in-person open house for the Roosevelt and Pinehurst Way NE Paving & Safety Project on February 12, 2025, from 5:30–7:30 PM at Olympic View Elementary School. The project team encouraged community participation through door-to-door flyer distribution, updates on the project webpage, and a welcoming, interactive event format featuring nine staffed information boards. Approximately 30 community members attended. Attendees were invited to share feedback through comment forms, sticky notes on display boards, and emails to the project inbox, and staff were available throughout the event to answer questions and discuss community needs and priorities.

- [Open House Info Boards](#)
- [Outreach Flyer](#)
- [Project Mailer](#)

- U District Chow Down and Street Party Event Summary

- On Saturday, October 4, between 9:30 AM and 6:30 PM, the [RapidRide J Line project](#) team participated in the U District Chow Down and Street Party along University Way NE. The event drew around 1,430 attendees visited the RapidRide J Line booth. Most were University of Washington students and young adults living in the U District, many of whom were unaware of the project. Attendees showed strong support for the project, especially for a faster bus route and protected bike lanes. There were very few concerns or questions about the project or its construction. One attendee asked for more maps and graphics of the U District work in our weekly updates. Questions mainly focused on the RapidRide J Line's future bus operations, including fares, transfer policies, stop locations, and service frequency. The event swag and prize wheel drew attendees to the table. These items helped create lighthearted interactions and provided team members with an opportunity to promote the project.

- **Materials:** Attendees could review project information and materials, including:

- Street segment roll plots
- Project design map display board for the U District
- Display board with QR code linking to the project video
 - We noticed attendees reading the text in languages other than English.
- Display board highlighting project benefits

- Fact sheet in [Arabic](#)
- Fact sheet in [Simplified Chinese](#)
- Fact sheet in [Traditional Chinese](#)
- Fact sheet in [Korean](#)
- Fact sheet in [Spanish](#)
- Attendees took fact sheets in English and Spanish.
- **Key Themes:** Common themes and feedback from attendees included:
 - Support for a faster bus line between the U District and Eastlake
 - Support or indifference toward slightly fewer stops
 - Support for new bike lanes, particularly in Eastlake
 - Appreciation for weekly construction updates
 - Gratitude for project information and engagement

a. Identify members of the LPA's transportation planning and/or advisory groups by race, color, and national origin

- Please see attachment B, C, D, E, and F for demographic data.

b. Identify methods used to collect demographic information from the transportation-related public meetings. (Self-identification surveys, notes by staff, etc.) Include summaries of Public Involvement Forms collected at each meeting, listing the demographics of those who attended by meeting.

- Georgetown to Downtown Safety & Georgetown to South Park Safety Projects Completion Celebration (Duwamish Valley Celebration):
 - Project team worked closely with over 7 different Duwamish Valley community organizations, including Georgetown Community Council, Georgetown Open Space Committee, SODO Business Improvement Area, Duwamish Valley Greenways, Duwamish River Community Coalition, Duwamish Valley Affordable Housing Coalition, and Duwamish Valley Sustainability Association to plan a community event to celebrate the completion of two SDOT bike connection projects. Through engaging directly with these community-based organizations, residents, and businesses in both Georgetown and South Park, we selected a Sunday afternoon (9/28/2025, 12:00 – 2:00 PM) for the celebration to ensure working families, businesses, and worshippers can participate.
- S Holgate St Crossing Study:
 - Please see Attachment N for the Holgate public online survey. We received 272 responses (demographic information shared on pages 7 – 13).

c. List any language assistance services requested. For which languages? Who provided the service? In addition, list vital documents translated during the reporting period and identify the languages.

- **Rainier Ave Bus Lane Project:** While we made use of our demographic information tools, such as census and American Community Survey, to help identify languages spoken along the specific stretch of Rainier Ave S (between S Walden St and S State St), we also learned through our door-to-door outreach that additional languages are spoken and preferred in parts of the neighborhood. The project materials included 11 languages, including English, Traditional Chinese, Simplified Chinese, Amharic, Spanish, Tigrinya, Vietnamese, Khmer, Arabic, Tagalog, and Oromo.
 - Fact sheet in [Amharic](#)
 - Fact sheet in [Arabic](#)
 - Fact sheet in [Khmer](#)
 - Fact sheet in [Oromo](#)
 - Fact sheet in [Simplified Chinese](#)
 - Fact sheet in [Spanish](#)
 - Fact sheet in [Tagalog](#)
 - Fact sheet in [Tigrinya](#)
 - Fact sheet in [Traditional Chinese](#)
 - Fact sheet in [Vietnamese](#)
- In addition to the above listed outreach materials, we also worked with Seattle Department of Neighborhoods' Community Liaisons to conduct additional in-language engagement with local community groups, residents, and businesses to ensure neighbors understand project scope and timeline and can raise any questions or concerns related to the project design and construction in the language they prefer.

11. Transportation-related Construction and Consultant Contracts (if applicable): Briefly describe the process used to advertise and award construction contracts during this reporting period. Include the process for negotiating contracts (e.g., consultants).

- **SDOT Consultant Contracts Unit (CCU):** The SDOT Contracting & Procurement Division makes every effort to support equity in contracting. We advertise for a duration of 4 weeks, which is one more week than required for federally funded solicitations. If the City has a relevant roster category, which is limited to small businesses, we extend an application invitation to all firms within the category through the City of Seattle's procurement portal. In addition to advertising in the Daily Journal of Commerce, contracting opportunities are also posted on the Office of Minority and Women's Business Enterprises website to encourage additional WMBE, Disadvantaged Business Enterprise (DBE) & Small Business Enterprise (SBE) participation.
- Prior to advertisement, we encourage early outreach and engagement in close coordination with the project manager and contracting equity advisor, including attending networking sessions and vendor trade fairs. During the solicitation period, we host an optional pre-submittal meeting to present project information, encourage teaming efforts, and allow an opportunity for the consultant community to ask questions in real time.

- SDOT's contracting equity advisor works with project managers and contracts staff to provide early outreach to women and minority-owned and small businesses about consultant contracting opportunities. This is done through email outreach using our Citywide vendor registration lists (Online Business Directory, now OpenGov) and the state Office of Minority and Women Business Enterprise directory to find small and certified businesses with the requisite expertise. We also attend and host outreach events where we share about upcoming consultant and construction contracts. During the reporting period, SDOT attended eight small business outreach events, co-hosted two small business outreach events, and hosted five contract-specific outreach events where primes and subs could connect to form teams before contracts were published.
- We dedicate a portion of the pre-submittal meeting to the WMBE/DBE program and provide resources for technical support and referrals to the WSDOT Safe Harbor program. With current changes to the DBE program, we also intend to include SBE program details and resources for future pre-submittal meetings. All pre-submittal materials, including a recording of the meeting and a participation sign-in sheet, are uploaded into the City of Seattle's procurement portal to ensure access for all interested firms.
- Prior to recent DBE programmatic changes, SDOT had been delegating 10% of the evaluation criteria to DBE on FHWA-funded contracts. We are now assessing the adoption of a 10% SBE evaluation criteria. We encourage a 15% WMBE scoring delegation for locally funded contracts, with a minimum of 10%. This is intended to increase the utilization of WMBEs and DBEs for consultant contracts. During contract negotiations, we coordinate as needed with subconsultants to obtain necessary WMBE/DBE contracting documents, including assisting subconsultants in getting Federal Acquisition Regulation (FAR) compliant Independent Cost Rates.
- We also ensure that subconsultants are not being underpaid by verifying the level of effort and rate of pay. Throughout the contract lifecycle, we remain available to all subconsultants who may have concerns or comments regarding the Prime and will escalate them accordingly. We ensure that all subconsultants are being paid in accordance with prompt payment federal requirements, as well as coordinating with internal staff and subconsultants on WMBE/DBE reporting and regulations.
- **Construction Contracts (FAS and CP):** SDOT's Capital Projects Division prepares the plans, specifications, and estimates (PSE) for advertisement. The City's Finance and Administration (FAS) Department advertises projects for a duration of three weeks, and is often longer if a holiday falls within the advertisement schedule, if the project has a high contract value, or if the project PSEs have a high number of special provisions.
- FAS regularly publishes upcoming public works construction opportunities for the coming year, which include SDOT projects, on the FAS Purchasing and Contracting website.
- SDOT staff attend Meet and Greet contractor events where they share a list of upcoming projects anticipated to be advertised within the year.

- During the outreach events attended and hosted by SDOT, contracting equity, mentioned in the section above, we provide copies of the upcoming public works construction opportunities list.
- SDOT provides lists of upcoming project advertisements to other City departments, including FAS and the Office of Economic Development.
- Prior to advertisement, the project's advertisement schedule is publicly noticed in the Daily Journal of Commerce.

12. Describe the actions taken to promote construction contractor/consultant compliance with Title VI by construction contractors/consultants, including monitoring and review processes, and their outcomes/status (e.g. what Title VI language was included in contracts and agreements; were contractors and consultants reviewed to ensure compliance; what Title VI responsibilities are explained to contractors and consultants?)

- **DOT Consultant Contracts Unit (CCU):** SDOT Contracting & Procurement staff attend a variety of Title VI, EEO, and DBE trainings each year. These trainings provide the required tools to support process awareness, development, and compliance with Title VI.
- SDOT includes required Title VI statements in all consultant advertisements, requests for qualifications, and executed contracts. SDOT continues to work on a Title VI interpretation in plain language for easier consumption by consultants. The City of Seattle monitors the performance of WMBE/DBE throughout the contract life cycle. Title VI requirements are clearly outlined to the consultant community in the advertisement, the contract, and throughout the duration of the contract. Consultants must provide all required WMBE and DBE documentation as part of solicitation responsiveness. SDOT is currently working to understand new SBE requirements and will develop a process to ensure compliance with FHWA rules and regulations.
- Meeting Title VI requirements is a prerequisite to award for all City contracts. Title VI requirements are highlighted to consultants during pre-submittal meetings. SDOT contracting staff closely coordinates with WSDOT's Office of Equity and Civil Rights (OECR) and SDOT Contracting Equity Manager to ensure continued compliance and monitoring.
- **Construction Contracts (CP)** The City promotes adherence to construction contract compliance and ensures that contractors fulfill their responsibilities to maintain a workplace free from discriminatory conduct, including harassment and intimidation of minorities, women, and DBE/WMBE businesses, as follows:
 - Bid documents contain a non-discrimination language with an agreement to the bidders to ensure equal opportunity for employment and to engage in Affirmative Efforts in the solicitation of women and minorities and WMBE firms for participation on the contract *"The Contractor in accordance to Title VI of the Civil Rights Act of 1964, 78 Stat.252, 42 U.S. Code 2000d to 2000d-4, and Title 49 Code of Federal Regulations, Part 21, hereby notifies all bidders that it will affirmatively*

ensure that in 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 projects are advertised in the Seattle Daily Journal of Commerce, online at OpenGov, the list of upcoming City construction projects, the City Procurement website, and the City Ebid-exchange website.
- OpenGov is linked to the Washington State Office of Minority & Women Business Enterprises (OMWBE), which certifies WMBE and DBE on behalf of the federal government.
- The City provides compliance guidance to bidders and contractors at pre-bid meetings and pre-construction meetings.
- The City of Seattle trained contractors and consultants, especially WMBE firms, on how to use B2Gnow and Labor Compliance Program (LCP) tracker for subcontracting payment reporting, prompt pay reporting, and certified payrolls reporting.
- Monitoring includes conducting site visits, observation at the Work Site, interviewing workers, collecting data that may evidence disparities, investigating complaints by an individual familiar with the Work Site, or other evidence.
- The City of Seattle promotes networking among the different City Departments and contractors, including WMBE/DBE firms, attending contracting forums and trade shows, networking time at Pre-bid meetings, and at Meet and Greet events.
- The City conducts a monthly workshop on how to do business with the City of Seattle staffed by Contract Administrators and Buyers in English and Spanish. DBEs and other small businesses share their products and services with pertinent staff, learn about the City processes and programs, and obtain information and assistance on registering as a vendor with the City and resources on State Certification.
- City representatives attend vendor fairs sponsored by other agencies to provide information on how to do business with the City and about upcoming contracting opportunities.
- The City is a member of various contracting oriented organizations and City representatives attend monthly membership meetings and membership events to inform contractors about upcoming opportunities.
- The City conducts an annual networking event to showcase projects from the City’s capital departments. Project managers from each of the City’s capital departments present their projects, including the scopes of work, schedule, and budget.

13. List construction, right-of-way, and consultant contracts with your LPA/MPO/entity for this report period with dollar value of each. Identify funding sources (federal, state, local, other), and how many were awarded to certified disadvantaged contractors (as a prime contractor/consultant).

Planning Consultant Project Elements	Data
# of consultant contracts awarded	7
Total value of consultant contracts awarded	\$7,481,661
Value of consultant contracts awarded to WMBE firms	\$0
Confirm existence/frequency of pre-submittal/networking sessions	43% of the time a networking/pre-submittal was held

Contract #	Contract Type	Description	Consultant	Contract Total	Is the Prime a WMBE	Pre-submittal Held Y/N
23-051	Planning	4th over Argo Railyard Bridge Replacement Planning Study (FHWA) BIP-1587(004)	HNTB Corporation	\$2,670,324	No	Yes
23-053	Planning	Core TDM Expansion (CMAQ)	Alta Planning (and) Design	\$2,560,151	No	Yes
23-058	Planning	South Holgate St At-Grade Crossing Elimination Study (FRA)	DKS ASSOCIATES	\$1,351,284	No	Yes
25-005	Planning	Public Outreach for SDOT Tree Planning Study	Consultant Needs to be Assigned (Placeholder)	\$109,471	No	No

25-008	Planning	Occidental Promenade Planning	Seattle Parks Foundation	\$687,237	No	No
25-014	Planning	FIFA Temporary Event Wayfinding Tech Memo	APPLIED WAYFINDING INC	\$35,004	No	No
25-015	Planning	FIFA Transportation Management Plan	DKS ASSOCIATES	\$68,190	No	No

Design Consultant Project Elements	Data
# of consultant contracts awarded	10
Total value of consultant contracts awarded	\$6,185,225
Value of consultant contracts awarded to WMBE firms	\$116,089
Confirm existence/frequency of pre-submittal/networking sessions	80% of the time a networking/pre-submittal was held

Contract #	Contract Type	Description	Consultant	Contract Total	Is the Prime a WMBE	Pre-submittal Held Y/N
23-048	Design	Harrison & Mercer Transit Access (FTA)	KPFF Consulting Engineers, Inc.	\$1,181,340	No	Yes
24-014	Design	Construction Management Services Projects Package (FHWA)	WSP USA	\$2,197,094	No	Yes
24-031	Design	On-Call Topographic Survey Services-Parametrix	PARAMETRIX INC	\$400,000	No	Yes

24-032	Design	On-Call Capital Development Real Property Acquisition and Relocation - Universal Field Services	Universal Field Services, Inc.	\$500,000	No	Yes
24-035	Design	Bike and Scooter Parking Project	GreenPlum Street LLC	\$239,802	Yes	No
24-042	Design	East Marginal Way Corridor Improvement - Construction Outreach	PRR INC	\$66,989	Yes	No
24-061	Design	On-Call Land Surveying Services - David Evans & Associates	DAVID EVANS & ASSOCIATES INC	\$400,000	No	Yes
24-062	Design	On-Call Land Surveying Services - S&F Land Services, LLC	S&F Land Survey Services, LLC	\$400,000	No	Yes
24-063	Design	On-Call Land Surveying Services - PACE	PACE ENGINEERS INC	\$400,000	No	Yes
24-064	Design	On-Call Land Surveying Services - NV5	NV5 Inc	\$400,000	No	Yes

14. Education & Training: Describe actions taken to promote Title VI compliance through education and trainings, including monitoring and review processes, and their outcomes/status.

i. List Title VI training/webinars your Title VI Coordinator attended this reporting period. Include dates and entity that conducted the training.

Training/Webinar Date	Title VI Coordinator	Name of Training and Entity that conducted the training
6/03/2025	Salma Siddick (Compliance Manager, SDOT)	King County's Regional Title VI Training (In Person)
7/29/2025	Salma Siddick (Compliance Manager, SDOT)	WSDOT Title VI Language Access Plan Guide
9/18/2025	Stephanie Thorpe (Civil Rights Testing and Compliance Manager, SOCR)	WSDOT Title VI Demographic Data Collection Training
9/18/2025	Salma Siddick (Compliance Manager, SDOT)	WSDOT Title VI Data Training
10/10/2025	Salma Siddick (Compliance Manager, SDOT)	SDOT Title VI Training Option #3

ii. When was Title VI internal training provided to staff? Who conducted the training? What was the subject of the training? Provide the job titles and race/color/national origin of attendees.

Internal Title VI Training/Webinar Date	Training/Webinar Subject	Trainer
8/25/2025	SDOT Title VI Training Option #1	Salma Siddick (Compliance Manager, SDOT)
9/18/2025	SDOT Title VI Training Option #2	Salma Siddick, Compliance Manager, SDOT)
10/10/2025	SDOT Title VI Training Option #3	Salma Siddick (Compliance Manager, SDOT)

10/15/2025	SDOT Title VI Training Option #4	Salma Siddick (Compliance Manager, SDOT)
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iii. List other civil rights training conducted locally. Provide dates and a list of participants by job title and Title VI role, if applicable.

- N/A

15. Title VI Goals for Upcoming Year

What area(s) of Title VI does your agency plan to focus on in the upcoming year? Describe by particular program area what your agency hopes to accomplish. Include any significant problem areas to focus on and plans to address those.

- **Title VI Program:**
 - SDOT will be hiring a permanent Title VI Advisor in June-July. This position will provide much-needed support for the department’s Title VI needs. We look forward to reporting on the continued success of SDOT and the City’s Title VI work.

- **Geo Teams:**
 - SDOT is initiating a new geographically based team working to build long-term, trust-based relationships with the community.
 - This team will work closely with SDOT’s Title VI Advisor and other members of the Office of Equity.
 - This team supports community before, during, and after projects are completed, and ensures community input is stored, shared, and used during the lifecycle of the work to guide better, more equitable decisions that lead to more community-informed projects.

- **Transportation Equity:**
 - SDOT, in partnership with the Transportation Equity Workgroup, launched a youth mentorship pilot in 2025 to connect with youth about SDOT programs and initiatives with a focus on supporting leadership and advocacy skills.
 - The pilot’s vision supported outcomes in:
 - Intergenerational support of youth impacted by transportation inequities
 - Exposure to transportation issues
 - Centering equity practice
 - Encouraging youth leadership and community advocacy
 - Nine youth from underserved communities participated in 4 modules in July and August to discuss issues in safety, climate resilience, and community connectedness.

- SDOT will offer this youth program again in the summer of 2026, based on participant feedback and interest from SDOT employees to better understand youth perspectives.
- **Impact Analysis Framework:**
 - The [Impact Analysis Framework](#) (IAF) is a geospatial approach to managing data and aligning SDOT's work with desired system and community outcomes through an equity lens.
 - The IAF supports SDOT's realization of a number of [Transportation Equity Framework](#) tactics, including 20.4, which encourages decision makers to not only conduct analyses at the citywide level but also at more granular geographies such as census tracts.
 - The [Impact Analysis Tool](#) (IAT) is a GIS and Tableau-based tool that supports this framework, enabling users to simultaneously visualize and analyze SDOT work, related system outcomes, and resulting community impacts with integrated [Racial and Social Equity Index](#) demographic data.
 - Initial implementation of the IAT began in 2025, but we anticipate increasingly leveraging the tool in support of 2026 Seattle Transportation Plan performance reporting and subsequent 2027 work planning. Specifically, we will use the IAF and IAT to identify disparities in how we are driving equitable system and community outcomes and then adjust our related work accordingly.
 - NOTE: The IAF and IAT can only be viewed when logged into the City network.
- **Project Prioritization Tool:**
 - The [SDOT Project Prioritization Tool](#) (must be logged into the City network to view) was developed to help SDOT proactively identify optimal projects by integrating equity data with asset conditions, Seattle Transportation Plan prioritization networks, safety data, and modal volumes.
 - The goal is to assist program owners across the department in ensuring they are making optimal investments, both in terms of project objectives and equitable geographic distribution.
 - Notably, program owners can adjust the various parameters within the tool to select projects that best align with the specific goals and objectives of their programs. For example, a user could use the tool to identify potential project corridors in high-equity areas with poor condition or missing sidewalks and high pedestrian volumes.
 - The tool also provides project cost estimates to further assist SDOT staff in efficiently and equitably allocating their spending.
 - This tool was used to inform some programmatic 2026 work planning, and we expect its use to be even more prevalent in our 2027 work planning efforts.

Review and Remedial Action Procedures for Subrecipients, Consultants

Grant Program	SDOT Project	Year Requested	Year Received	Request Amount	Award Amount
Regional Mobility Grant (RMG)	Harrison & Mercer Transit Pathway	2024	2025	\$8,200,000	\$8,200,000
Pedestrian-Bicycle Safety	Central Area Neighborhood Greenway Connections	2024	2025	\$5,151,000	\$5,151,000
Safe Routes to School	Renton Ave S Sidewalk & Neighborhood Greenway	2024	2025	\$5,550,000	\$5,550,000
Urban Arterial Program	4 th Ave S Traffic Signals	2025	2025	\$2,790,849	\$2,790,849

*****END*****