

## SNOHOMISH COUNTY – ARLINGTON OPERATIONS CENTER DB PROJECT

### Subcontractor Outreach

1. Please explain your statement “Snohomish County has recommitted to inclusion” so the Committee can better understand.

*Snohomish Public Works has been committed to inclusion through the use of Title VI language in all agreements for several years, and published the 2022-2025 DEI Strategic Plan in February 2022, recommitting to diversity and inclusion specifically in Public Works.*

2. “We believe that authentic, results-driven inclusion starts with an actionable plan that goes beyond good faith efforts and encouragement”

- a. Please provide the result-driven data to support the above statement.

- i. *This statement is made as the County’s approach to inclusion. Our solicitations and project performance expectations are results vs. efforts. A plan must include steps beyond communication, solicitation and notification.*

- b. Please share an example of actionable plan and describe how you would administer the plan.

- i. Please expand on “going beyond and encouragement” and how this benefits your target.

- ii. *A responsive inclusion plan will include measures beyond advertisement, hosting working shops, attending events or similar. Steps that create meaningful engagement and inclusion are those such as appropriately sizing work packages to fit capabilities of businesses performing those scopes of work. It includes the County allowing for provisions at each level of the contract to fit those work packages; plain language, insurance and bonding are key. These actions benefit diverse businesses, so they have clear access and opportunity to work on this project.*

3. What has been your past history/data developing project specific inclusion goals?

- a. Can a % be assigned to the opportunities in professional services, goods and trade?

- i. *The County does not have experience in developing project specific goals, therefore we hired professionals that do and will be providing strategies to the County.*
    - ii. *Our intent is to have aspirational goals for each phase of the project as well as individual considerations for goods, services, and construction trades.*

4. Can you provide more information regarding the Outreach and Engagement events in your area?

- i. *Outside of hosting our own events, the most effective events we leverage are those in partnership with the Economic Alliance of Snohomish County.*

- b. Have you considered checking with other local businesses regarding their inclusion efforts?

*i. To date we have not, but we have worked with Cities such as Lynnwood and Everett. In this case, we will also want to partner with Arlington and our tribal neighbors.*

5. What are the parameters that you will require with your Design-Build inclusion requirements?

*i. Our documents are not fully developed. Our initial thinking is to require an engagement strategy, work packaging strategy, strategic assignments, new/1st time business utilization, bonding and insurance strategy, mentorship and capacity building.*

b. How have you scored in the past?

*i. Generally, past performance on inclusion as been 10% or less of the overall scoring. There has been a commitment statement with inclusion encouraged but not enforced. We are anticipating launching change with this project.*

c. What is the overall % of the total proposal points?

*i. Our documents have not been developed yet. We anticipate allocating approximately 10% of the overall score toward inclusion approach.*