

A DEEP COMMITMENT TO DIVERSITY AND INCLUSION



DECEMBER 2021 PROGRESS REPORT

THE WASHINGTON STATE CONVENTION CENTER...

has a long-held commitment to diversity and inclusion in its business practices, both in its daily operations and with new projects such as the Addition. The Convention Center (WSCC) believes it is important for its staff and contractors to represent the entire community as well as its national and international clientele. A diverse workforce brings different skills, cultures and ways of operating that enable the delivery of the best outcomes.

WSCC has contracted and committed more than \$135 million in opportunities on the Addition for

women- and minority-owned businesses. Also, WSCC supports apprenticeship programs in the construction field, training new workers, and connecting people to trades that improve their quality of life.

When operating at capacity, the Addition project is expected to create 3,900 hospitality-industry jobs across the region. During the four years of construction, about 6,000 construction jobs are being created, including an estimated 900 apprenticeships.

“WSCC’S VOLUNTARY INCLUSION EFFORTS ARE A LONG-TERM INVESTMENT IN A DIVERSIFYING THE CONSTRUCTION INDUSTRY AND THE WORKERS WHO POWER IT.”

— Deryl Brown-Archie, WSCC Board Member
and Outreach Committee Member

PARTNER PROFILE

Susan Mason & Tiheba Bain

WHAT'S NEXT WASHINGTON



Allowing workers with criminal records to participate in the Addition project is one of the many ways WSCC embodies its commitment to diversity and inclusion.

That fact made the project a great candidate for research conducted in 2020 by What's Next Washington (WNW), an organization focused on helping employers benefit from the talents of people with conviction histories.

"We can't have racial equity without addressing mass incarceration and policies that exclude people with conviction histories," said Susan Mason, WNW's formerly incarcerated executive director. "The Addition project helped us show these workers perform well on the job."

More than 70 million Americans have a conviction history, according to the U.S. Department of Justice. Studies indicate that by 2030, 100 million – one in three working-age adults – will have been convicted of a crime. Data show these Americans are more likely to be people of color, and yet numerous policies and practices, including mandatory background checks, consistently deny employment opportunities to individuals with conviction histories.

WNW board member Tiheba Bain has seen what a difference it can make for people to have a chance to create careers in the building trades on projects like the Addition.

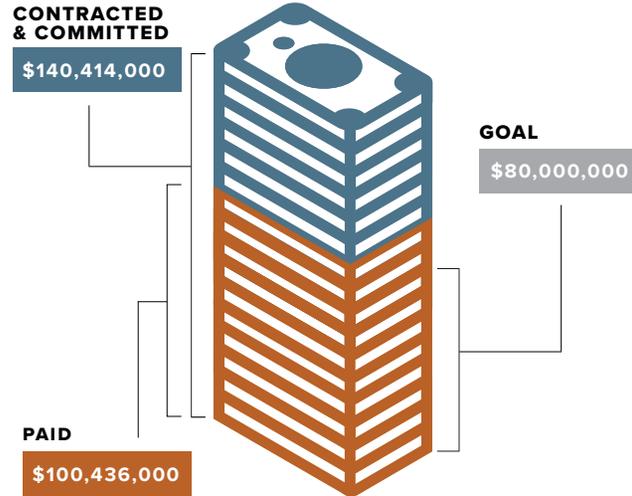
"The variety of roles needed on a project of this size enables apprentices to learn every aspect of their trade on one job," Bain said. "This is the kind of chance people need and deserve. It enables them to develop financial independence and be full, positive contributors to society."

WNW exists to help address what Mason calls America's "punishment problem."

"The U.S. unemployment rate is currently under 4 percent, but for people with conviction histories it's 27 percent – despite a massive labor shortage across the country and a \$1.2 trillion federal infrastructure bill that will drive even more demand for construction workers," she said. "We want to end this economic death sentence."

WMBE CONTRACTED & PAID TO DATE*

\$100,436,000



* Numbers are rounded

PRIORITY HIRE DATA

27.4%

OF WORKFORCE CONSISTS OF PRIORITY HIRE WORKERS
(GOAL IS 19%)

1,711

PRIORITY HIRE WORKERS, INCLUDING:

410 APPRENTICE
1,249 JOURNEY LEVEL, FOREMAN, OWNER/OPERATOR



Priority Hire focuses on hiring residents who live in economically distressed areas. The program promotes access to construction careers for women, people of color, and others with social and economic disadvantages. The Addition's Priority Hire program aligns with the City of Seattle's.

PROJECT WORKFORCE DIVERSITY



MINORITY WORKERS

32.6%

FEMALE WORKERS

5.5%

APPRENTICE WORKERS

20.7%

(GOAL IS 15%)

APPRENTICE PARTICIPATION



MINORITY APPRENTICES

35.7%

(GOAL IS 15%)

FEMALE APPRENTICES

12.1%

(GOAL IS 8%)

WMBE CONTRACTORS TO DATE

114 WMBE CONTRACTORS
56 WBE & 58 MBE/WMBE



CONTRACTORS

- | | |
|--|--|
| <ul style="list-style-type: none"> 1 Alliance 1 Industrial A & D Quality Construction Achieve Security and Traffic Control Advanced Traffic Control LLC American Pride American Specialties Andrea Wilbur-Sigo Anti, Inc. Apple A Day Armstead Consulting Asia Tail Atlantic Building Services Auburn Mechanical Ben's Ever-Ready, Inc. Birch Equipment BIM Designs Inc Bogard & Johnson LLC Buchanan Hauling and Rigging Building Specialties Northwest Carla Keel Group Cath Brunner Consulting Catherine Bassetti Photography Cathy McClure Christopher Paul Jordan Claire Cowie Consolidated Supply Construction Site Services CUBS Danielle Morsette DeaMor Emerald City Weather Proofing Farwest Fabrication Farwest Steel Flying Locksmiths Four Seasons Concrete Garner Gustafson Guthrie Nichol | <ul style="list-style-type: none"> Historical Research Associates, Inc. Horton Lees Brogden Hydro2Geotech, LLC Intelligent Partnerships, Inc. J&S Masonry Jennifer Wood JLM Wholesale JMR Trucking Johnson Construction & Consultant JP Francis Kathlon Kate Clark Katie Phipps Design Kenji Hamai Stoll Kimberly Deriana Kumar Industries Kwame Building Group Lauren Iida Lead Pencil Studio L.L.C. Leewens Lorache Cad/IT Services LLC LPD Engineering Lumenomics, Inc. Lund Opsahl M.C. Communications, Inc. Maikoioy Alley-Barnes Maki Tamura Malynn Foster Margery Aronson Marine Vacuum Service Marisa Naylor Mayfield Hoisting McClintock Facades Meeds Environmental Metro Painting Seattle MH Design Associates Northwest Asphalt, Inc. Northwest Traffic Inc. |
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- Nyhus Communications
- O'Bunco Engineering
- OCS Janitorial
- OMA Construction
- Pacific Communications Consultants, Inc.
- PBS Supply Company
- Platform Designs LLC
- R&T Hood
- Ramsay
- Redline Mechanical
- Rolluda Architects
- Romson Bustillo
- RPL
- RYAN! Feddersen LLC
- Salinas Sawing & Sealing, Inc.
- Satpreet Kahlon
- Scharrer AD
- SeaTac Sweeping Service
- Seattle Blue
- Seattle Chinese Post, Inc.
- Shipley
- Signs Now Washington
- SN Consulting
- Snaptex
- ST Fabrication / Jabez Construction
- Steelkorr
- Studio Matthews
- T&T Traffic Control
- Tiscareno Associates
- Traffic Control Plan
- Transcon
- Ulises Mariscal
- Unipro
- Valhalla Building Products
- Vanir Construction Management
- W.E. Coates
- Western Safety Products, Inc.
- Yorozu Gardening

TEAM MEMBER PROFILE

Viki Bamba
Chennault



WESTERN REGION
DIRECTOR OF PUBLIC AFFAIRS,
CLARK CONSTRUCTION

A well-rounded career focused on equal-opportunity programs and human rights led Viki to Clark Construction, where she helps one of the most experienced building and civil-construction firms in the United States embody one of its longstanding core values: to help build the communities in which they work.

Clark uses its projects and resources to accomplish this in two key ways. One of those is helping small businesses grow. Another is creating employment opportunities for regional residents – in particular those who have been under-employed, such as residents of economically distressed areas and people with conviction histories.

“We view ourselves as part of an ecosystem where we’re all interdependent,” she said. “What can we do to help all of us, including small businesses, succeed? We seek to increase the return on investment of our projects by helping build communities in which we work through small business development and local hire opportunities.”

On the Addition project, Viki has led partnerships that have built construction career paths for various members of our community. One example is Clark’s MBA-style Strategic Partnership Program, which helps small enterprises grow their businesses. Programs like these have the potential to spur sustainable economic growth in the surrounding communities.

“It’s exciting to see that a project of this magnitude can bring its initiatives and goals to fruition.”

CONTACTS     wscaddition.com

For more information on the status of contracting, contact:



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EXPECTED CONSTRUCTION TIMELINE

