



# ACCESS EQUITY

Your Business Diversity Management System



Washington State Office of

**MINORITY &  
WOMEN'S**

Business Enterprises

# OMWBE PRESENTERS

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# TODAY'S DISCUSSION

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- The Need for Change
- Background
- Access Equity Overview
- Challenges
- Victories
- Metrics
- Lessons Learned
- Call to Action
- Q&A



# THE NEED FOR CHANGE

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## Hard Facts:

- In FY 2021, Washington State spending with minority- and women-owned businesses dropped to 2.8%
- Most agencies are not tracking subcontractor spending
- Prime contractors need guidance and accountability
- Small and diverse businesses provide a competitive edge



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# COMPLIANCE



Developed by the Subcabinet, and issued by the Governor's Office on January 7, 2022

## GOALS

- ✓ Achieve equity in public spending by state agencies
- ✓ Provide a layer of accountability

Requires agencies to adopt the Toolkit and Best Practices

Implement Access Equity to improve data reporting

Provide training and technical assistance for implementation





# BENEFITS OF ACCESS EQUITY

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**Automated data collection and reporting**



**Data standardization and error reduction**



**Improved business outreach**



**Real-time access to diverse spending reports**

# WHAT IS CHANGING?

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## Access Equity :

- **Provides an easy, automated** way to track spend including subcontractors.
- **Helps ensure Prime contractors** are performing equitable spending practices with our diverse businesses.
- **Provides powerful search functions** to increase your pool of potential bidders.
- **Reduces manually batching processes**

# OUR CHALLENGES

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## **Lack of internal infrastructure**

## **Underestimating time & resources**

- Enterprise-wide IT project without IT staff

## **Discovery**

- Incorporating more lean principles into beginning stages

## **Resistance to change**

- Vendor Management
- Tracking goals
- Tracking subcontractors





# OUR SUCCESSES

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**Providing tools to mitigate resistance**

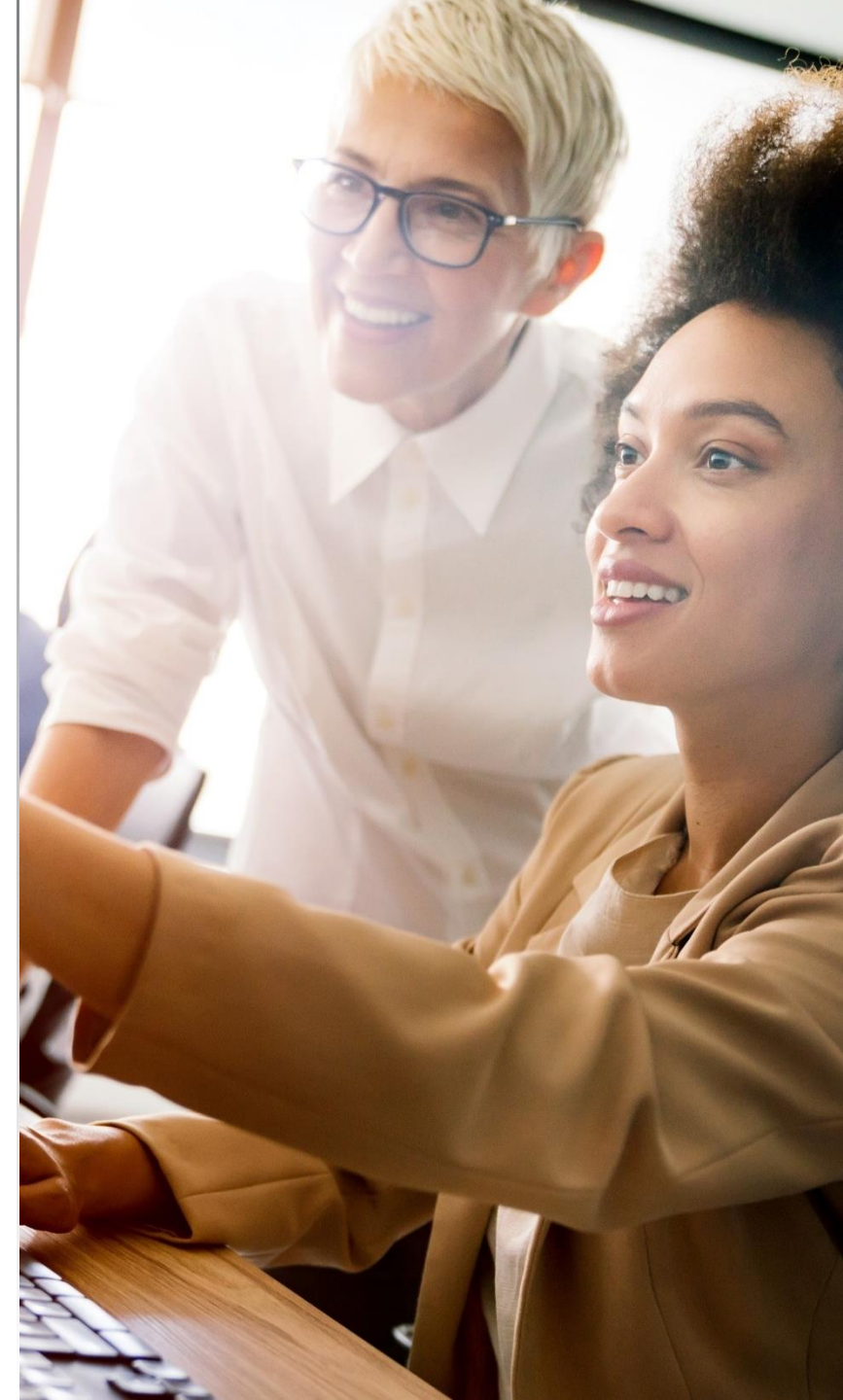
**Recognizing when to pivot**

**Effective use of existing resources**

- Identifying workstream leads
- Defining swim lanes

**Coordinating with DES**

- Ensure contract language adopted statewide
- Ensure outreach procedures are aligned





# THE METRICS

- Real time reporting
- End of year reporting expected to take 1 month to complete vs. 6-8 months
- Spending with certified businesses increases
- Increased outreach efforts

# LESSONS LEARNED



## Implemented change management experts

- Slow down to go fast

**Processes weren't fully baked before implementation**

**Better understanding of potential pitfalls and how to avoid them**

**Three skills needed at beginning of project:**

- Project Management
- Change Management
- Continuous improvement





# CALL TO ACTION

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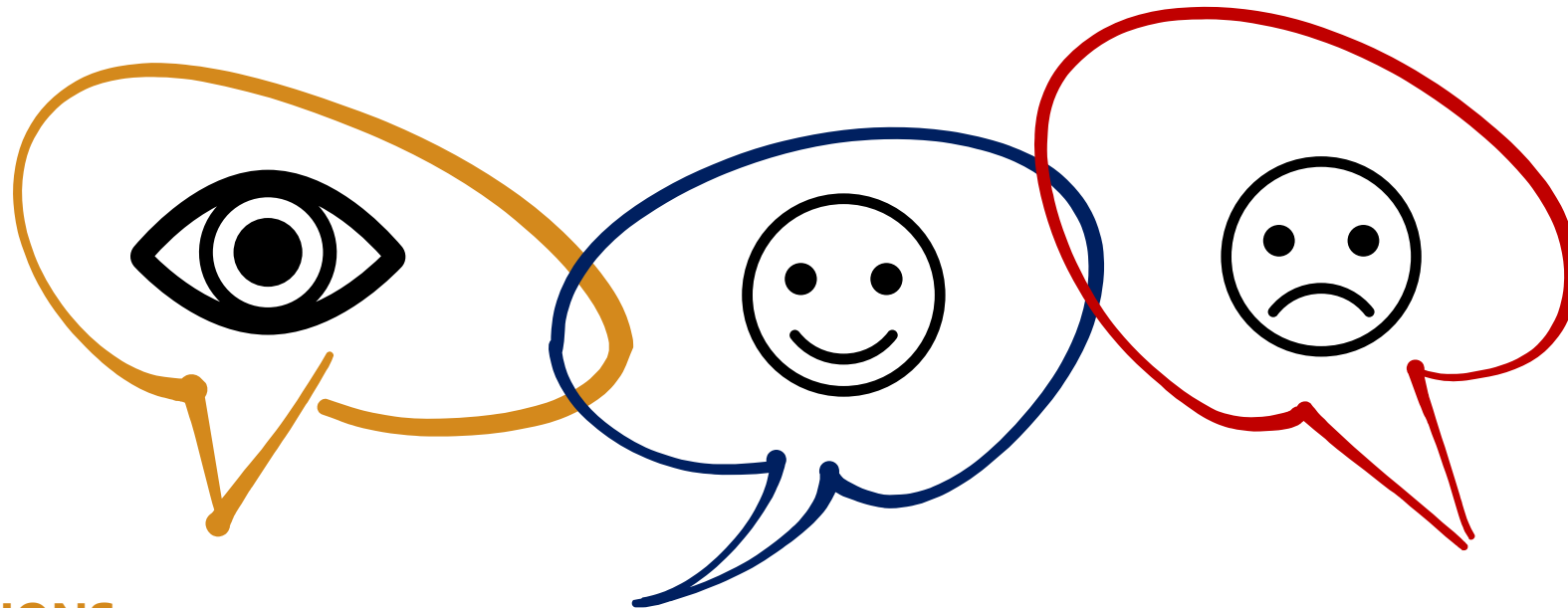
## How to help:

- Connect with agency Change Champions
- Assist contracting & procurement teams with documenting their processes
- Familiarize yourself with the Access Equity User Guide



# FEEDBACK & QUESTIONS

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## **PERCEPTIONS**

What are your perceptions of the Access Equity program?

## **RECOMMENDATIONS**

Do you have any feedback to support statewide adoption of Access Equity?

## **CONCERNS**

Based on your observations, do you have any concerns?

# Thank You!

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