

A DEEP COMMITMENT TO DIVERSITY AND INCLUSION



SEPTEMBER 2020 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 a voluntary, aspirational goal of \$80 million in contracting 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.

In total, the Addition project will create 3,900 hospitality-industry jobs across the region, as well as 6,000 union construction jobs that include an estimated 900 apprenticeships during the three-plus years of construction.

**“WSCC’S VOLUNTARY INCLUSION EFFORTS
CREATE IMPORTANT OPPORTUNITIES FOR
LOCAL WORKERS AND BUSINESSES.”**

— DENISE MORIGUCHI, WSCC Board Member
and Outreach Committee Chair

CONTRACTOR PROFILE

Anthony Thompson

CEO, KWAME

kwamebuildinggroup.com



Quality control is important for any large-scale job. When it comes to the WSCC Addition project, which will create 6,000 jobs during construction, that project management assistance becomes even more critical. Luckily, Anthony Thompson and his team at KWAME Building Group are up to the task.

Thompson is CEO of KWAME, a St. Louis-based construction-management firm contracted with the Addition project. Thompson and his Seattle team augment quality control throughout the building process, working with Clark/Lewis to track the budget, assist with scheduling and provide inspection services.

Thompson is grateful for the opportunity to work on a project of this magnitude.

“Being involved with a project of this size creates opportunities for us to demonstrate our capabilities and experience, and hopefully, it’ll open the door and create opportunities for other minorities and women,” he says.

Thompson has already opened doors for many others. He’s especially proud that he has created career paths for people who may not have had them under other circumstances. In fact, women and people of color comprise 80 percent of KWAME’s workforce. The work KWAME does is particularly significant to Thompson, as he says few minority project managers operate in this field.

“Project managers are the ones who typically select the architect and the contractors,” Thompson says. “They’re kind of the quarterback. It’s an opportunity to influence the entire project and have significant impact from beginning to end.”

Contributing to the benefits the Addition project will bring to Seattle inspires Thompson. He hopes KWAME’s work will serve as an example to other minority-owned businesses of what can be achieved in this market.

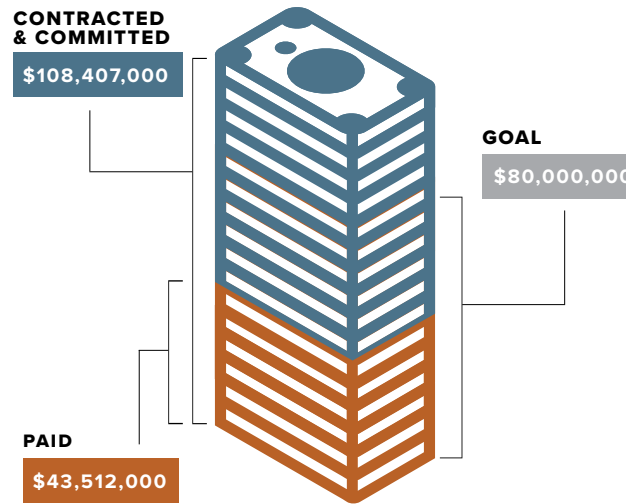
WMBE CONTRACTED & PAID TO DATE*

\$43,512,000



CONTRACTED & COMMITTED

\$108,407,000



* Numbers are rounded

PRIORITY HIRE DATA

24.2%

OF WORKFORCE CONSISTS OF PRIORITY HIRE WORKERS

(GOAL IS 19%)

710

PRIORITY HIRE WORKERS, INCLUDING:

130 APPRENTICE

590 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

30.5%

FEMALE WORKERS

4.7%

APPRENTICE WORKERS

15.5%

(GOAL IS 15%)

APPRENTICE PARTICIPATION



MINORITY APPRENTICES

22.6%

(GOAL IS 15%)

FEMALE APPRENTICES

11.7%

(GOAL IS 8%)

WMBE CONTRACTORS TO DATE

107 WMBE CONTRACTORS
55 WBE & 52 MBE/WMBE



CONTRACTORS

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> 1 Alliance 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 Auburn Mechanical Ben's Ever-Ready, Inc. Birch Equipment Bogard & Johnson LLC Buchanan Hauling and Rigging Carla Keel Group Cath Brunner Consulting Catherine Bassetti Photography Cathy McClure Chris and Kenji LLC Claire Cowie Consolidated Supply Construction Site Services CUBS Danielle Morsette DeaMor Emerald City Weather Proofing Farwest Fabrication Flying Locksmiths Flyright Productions Four Seasons Concrete Garner Gustafson Guthrie Nichol Historical Research Associates, Inc. Horton Lees Brogden | <ul style="list-style-type: none"> Hydro2Geotech, LLC Intelligent Partnerships, Inc. J&S Masonry Jennifer Wood JLM Wholesale JMR Trucking Johnson Construction & Consultant JP Francis Kathon Katie Phipps Design Kimberly Deriana KT Solutions, Inc. Kumar Industries Kwame Building Group Lauren Iida Lead Pencil Studio LLC Leewens Lill Construction Lorache Cad/IT Services LLC LPD Engineering Lumenomics, Inc. Lund Opsahl M.C. Communications, Inc. Maikooyo Alley-Barnes Maki Tamura Malynn Foster Margery Aronson Marine Vacuum Service Marisa Naylor Mayfield Hoisting McClintock Facades Meko Construction Metro Painting Seattle MH Design Associates Northwest Asphalt, Inc. Northwest Traffic Inc. | <ul style="list-style-type: none"> Nyhus Communications O' Bunco Engineering OCS Janitorial OMA Construction Pacific Communications Consultants, Inc. PBS Supply Company Platform Designs LLC R&T Hood Ramsay Rolluda Architects Romson Bustillo RYAN! Feddersen LLC Salinas Sawing & Sealing, Inc. Satpreet Kahlon Scharrer AD SeaTac Sweeping Service Seattle Chinese Post, Inc. Signs Now Washington SN Consulting Snaptex ST Fabrication / Jabez Construction Steelkorr Studio Matthews T&T Traffic Control The Part Works, Inc. Tiscareno Associates Traffic Control Plan Transcon Ulises Mariscal Unipro Valhalia Building Products Vanir Construction Management W.E. Coates Western Safety Products, Inc. Yorozu Gardening |
|---|---|---|

TEAM MEMBER PROFILE

Kevin Figueroa

**CRANE LIFT DIRECTOR,
GARCO CONSTRUCTION**



As a lift director with Garco Construction, Kevin oversees the crane loads and makes sure the riggers and bellmen are doing their jobs. He assures the crane operator that it's safe to "fly a load." Kevin is the last person to give the green light, which is a significant role.

Kevin has more than eight years of experience in a variety of trades. After evolving from forklift operator to carpenter to rigger and now to lift director, Kevin says his commitment to continuous learning has brought him to where he is today. While he took classes and earned a certification for his current job, that gave him only the basics. He had to continue learning on the job.

Moving up the ranks in construction means more to Kevin than just career advancement and pay raises. It's important to him to help diversify the workforce and show others what's possible.

"I'm from El Salvador, and when I was working as a carpenter, I only saw white people operating the crane. I never saw Latinos do anything like that," he says. "I thought, 'I can do that too.'"

Kevin wanted to prove to himself that he could put in the work, and he has goals for his future. He plans to take the crane-operating certification test next. When he has an opportunity to teach his team or train an apprentice, Kevin feels proud.

Kevin says he can't wait to drive by the Addition 50 years from now, point to the iconic structure and say, "I helped build this."

CONTACTS

[Twitter](#) [Facebook](#) [Instagram](#) [YouTube](#) wscaddition.com

For more information on the status of contracting, contact:



Regina Glenn, Project Outreach Manager, Pacific Communications Consultants, Inc., rglenn@pccus.com

Marivic Chennault, Director, Clark Construction, marivic.chennault@clarkconstruction.com

EXPECTED CONSTRUCTION TIMELINE

