

# 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 (also called Summit). 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 \$140 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 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\***

\$140,414,000



**CONTRACTED & COMMITTED**

\$140,414,000

**PAID**

\$100,436,000

**GOAL**

\$80,000,000



\* 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  
58 MBE/WMBE & 56 WBE

## CONTRACTORS

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  
Historical Research Associates, Inc.  
Horton Lees Brogden  
Hydro2Geotech, LLC  
Intelligent Partnerships, Inc.  
J&S Masonry  
Jennifer Wood  
JLM Wholesale  
JMR Trucking  
Johnson Construction & Consulting  
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.

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  
Scharer AD  
SeaTac Sweeping Service  
Seattle Blue  
Seattle Chinese Post, Inc.  
Shipleigh  
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  
Valhalia 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 Bamba Chennault 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

For more information on the status of contracting, contact:

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