



King County

Equity & Social Justice (ESJ) Innovation Plan

Building Equity in Design Contracting



In addition to the Aspirational M/WBE goals, three optional elements that may be included at the discretion of the County are:

2. Mentor- Protégé Opportunities

- Proposer's plan, approach, and specific actions to establish and implement a mentor-protégé program for M/WBE firms to increase the participation, capacity, and or business acumen of these firms during implementation of the Scope of Work

3. Advancing Equity and Social Justice

- Proposer's approach to advancing Equity and Social Justice within the County and beyond. Example approaches include:
 - Cultural competency training among Proposer's staff (e.g., internships or job shadows)
 - Ability to obtain input from culturally diverse populations
 - Integrating the needs of historically disadvantaged and low-income populations into tasks and deliverables
 - Other initiatives that will achieve outcomes applicable to the County's ESJ Plan goals

In 2016, King County released the Equity and Social Justice (ESJ) Strategic Plan. The County's ESJ Strategic Plan commits the County to being pro-equity, which means being racially just and inclusive, and consistently taking action to eliminate the root causes of inequities.

King County developed the ESJ Innovation Plan as a tool to build equity in design contracting. The County seeks proposers who understand and share a similar commitment to Equity and Social Justice. The ESJ Innovation plan establishes ESJ evaluation criteria for AEP procurements that focus on County capital improvement design contracts.

Key elements of the plan include:

1. Aspirational M/WBE Goals

- Proposers' approach to maximize Minority and Women business Enterprise (M/WBE) participation
- Estimated percentage of total contract value to be awarded to M/WBE subconsultants
- Narrative describing their approach to maximizing the participation of M/WBE firms
- M/WBE firms who are certified by the State of Washington, Office of Minority and Women's Business Enterprises (OMWBE)

4. Equity and Social Justice Innovations (Organizational and Partnerships)

- Proposer's narrative describing their integrated approach to incorporating ESJ Innovations into this project beyond industry best practices, to promote racial equity during implementation of the Scope of Work. Example approaches include:
 - Identification of work opportunity to sub consultants and employees
 - Delivery of cultural competency training to staff

King County's ESJ Strategic Plan is located at: <https://kingcounty.gov/elected/executive/equity-social-justice.aspx>

For more information on the ESJ Innovation Plan, please email opportunity@kingcounty.gov.