

Our Commitment to Equality and Inclusion

Creating Equitable Opportunity

The Seattle Convention Center's (SCC) mission for operations, guided by its Board of Directors, is to provide both direct and indirect economic and civic benefits. This consists of creating jobs and business activity to boost the local, regional, and state economy, and to generate civic benefits for the people of the community where the center is located.

The Board has long been committed to a policy of providing maximum practical opportunity for increased participation by minority- and women-owned businesses (MWBE) in its construction program and in the operation processes by which it procures goods and services. It sets measurable goals for MWBE business participation and equitable distribution of economic benefits.

1988 construction completion of the original Arch building, bridging the Freeway to First Hill, was the largest dollar amount ever spent in the Seattle Business Core by any developer which spent over \$15.5 million utilizing minority and women contractors. As a result, the Center's Board achieved construction participation rates of 16.5 percent minority-owned businesses, or a total of \$12,864,595, and 3.6 percent women-owned businesses, or a total of \$2,819,948.

With Summit's construction (Addition project) period from 2018 to 2023, the Board again set goals to spark creative opportunities for small and diverse businesses coupled with initiatives to enable career development for skilled workers.

Nearly \$150 million in work scopes were awarded to WMBE, almost doubling the voluntary goal of \$80 million. Close to 120 MBE, WMBE, and WBE contractors performed services for the project. Additionally, workforce diversity goals were set and exceeded, with these results:

- 32 percent minority workers on the construction project.
- 30 percent workers (2,107 people) from Priority Hire ZIP codes exceeded a 19 percent goal. The Priority Hire goal follows the example set by the City of Seattle, this puts people living in economically distressed zip code communities, people of color, women to work on construction projects. To develop a diverse worker pathway for construction careers by creating access to training and employment with better work environments and safety protections for careers within the construction industry.
- 22 percent apprentices (1,402 people), including 34 percent minority and 12 percent female (Overall apprentice goal of 15 percent, with goals of 15 percent and 8 percent for minorities and women, respectively). The project achieved one million apprenticeship hours.
- Through its partnership with ANEW, which provides pre-apprenticeship training, the Addition project supported the Trades Rotation Program, which educates and empowers women, people of color and others to pursue careers in the building trades.
- Clark Construction Group and Lease Crutcher Lewis, joint venture partners on the project, provided the expertise to grow business development opportunities for under-employed residents in the areas where construction exists. The Strategic Partnership Program (SPP) is an intensive, eight-month MBA-style course targeted to local small-business enterprises including minority-, women-, and veteran-owned firms, which echoes the Center's emphasis

Like the City of Seattle, SCC defines WMBE as state-certified or self-identified firms that are at least 51 percent WMBE owned, which includes Black-, Asian American-, Hispanic-, Native American- and White female-owned firms.

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on reaching out to businesses representing diverse communities. The primary goal of the SPP is to enhance the capacity of small, local contractors to contribute to large-scale, high-valued construction projects. In addition to the technical and business skills acquired, participants become part of a supportive SPP network, and benefit from ongoing access to Clark's professional resources. Since its inception, 850 entrepreneurs have completed the focused professional development and mentoring program nationally, which Clark offers to qualified participants at no cost. The program generated 61 graduates in Seattle over four years.

- The project partnered with What's Next Washington (WNW), an organization of formerly incarcerated individuals and allies focused on helping people with conviction histories advance their careers and achieve long-term economic stability. The Summit job site worked with WNW to gather data over six months to compare job performance of workers with conviction histories and those without, with a goal to remove barriers for workers with a history of incarceration.
- Support was also given to the Preferred Entry Program, which facilitates a path for federally certified and tribal programs, women and minority workers who trained to work on the project.

On-going collaboration with professional community advocacy groups was instrumental in the success of this project's outreach: Multiple chambers of commerce and community councils, neighborhood groups, Regional Contracting Forum, Tabor 100, Black Collective, National Association of Minority Contractors, Washington Contractors, Designers & Entrepreneurs, National Association of Women in Construction, ANEW, Ethnic Chamber of Commerce Coalition, BIPOC media, governmental agencies and union partners.

The Seattle Convention Center Board of Directors is appreciative of the many stakeholders who have provided service, expertise, and knowhow over the years to achieve real milestone success for people in their careers.

For more information, please visit our website at seattleconventioncenter.com.