

Diversity in Contracting 2025 Annual Report



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2025 WMBE Results

2026 WMBE Goals

2026 Next Steps

Purpose:

Advance equity and address contracting disparities by increasing the utilization of Women Minority Business Enterprises and other disadvantaged firms

Previous Goals 2019-2023 – Resolution 3737

- Increase the amount of spend on WMBE contracts to 15%
- Increase the number of WMBE firms doing business with the Port to 354

Gap Year Goals 2024

- Increase the amount of spend on WMBE contracts to 15%
- Increase the number of WMBE firms doing business with the Port to 400

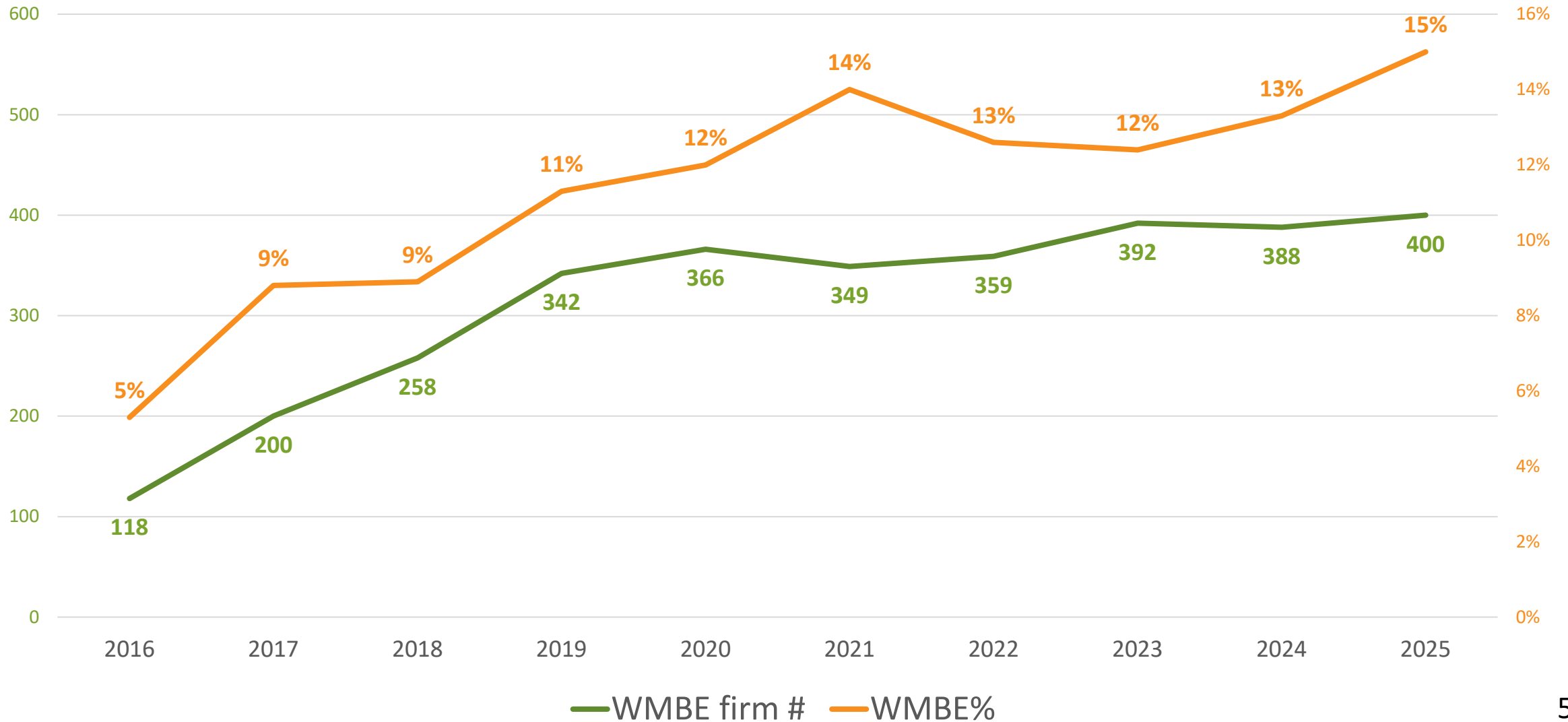
Current Goals 2025 – 2029 - Resolution 3836 passed July 2025:

- Increase the amount of spend on WMBE contracts to 16%
- Increase the number of WMBE firms doing business with the Port to 500

2025 WMBE Results



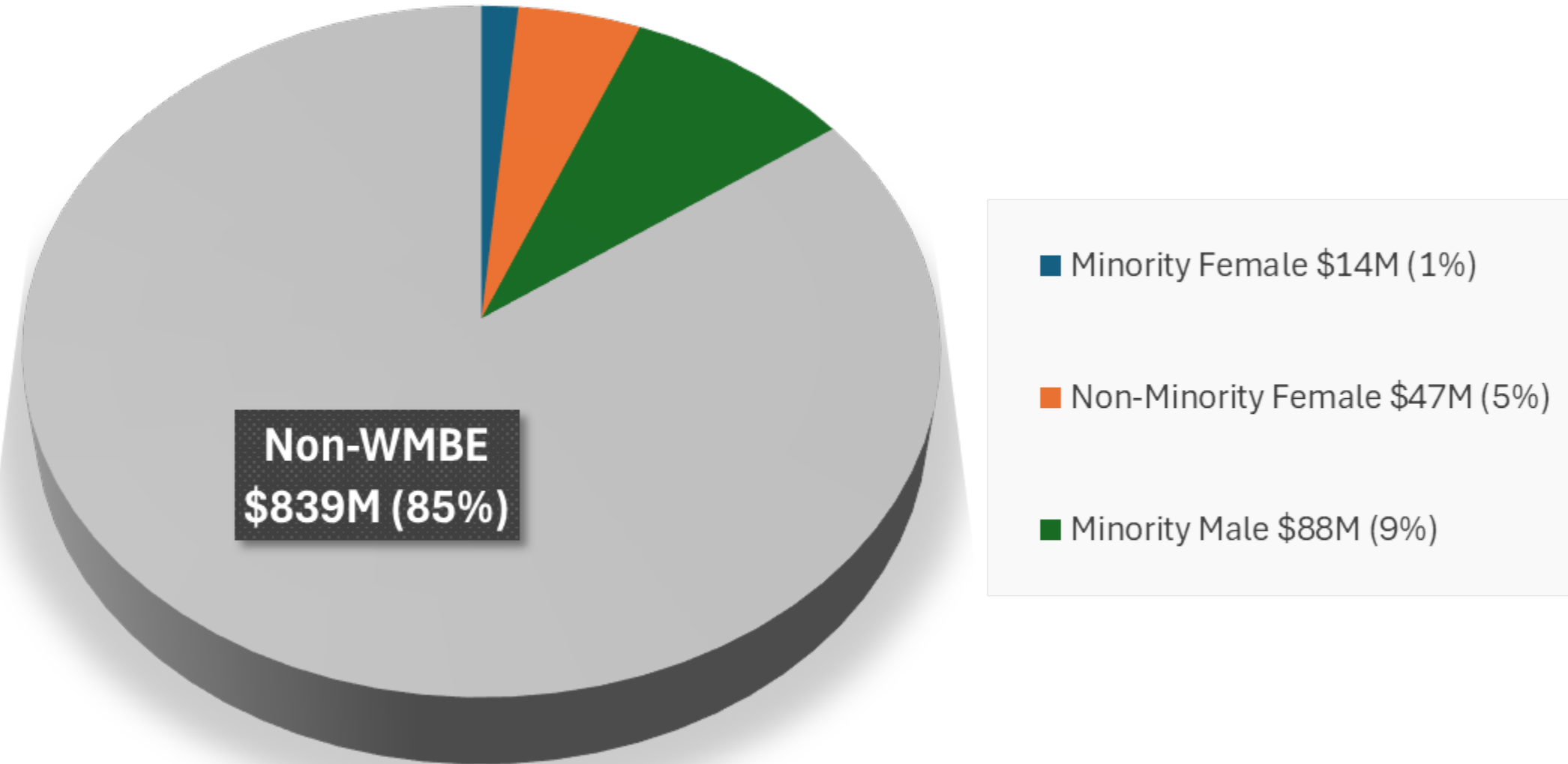
2016-2025 Port-wide WMBE Utilization



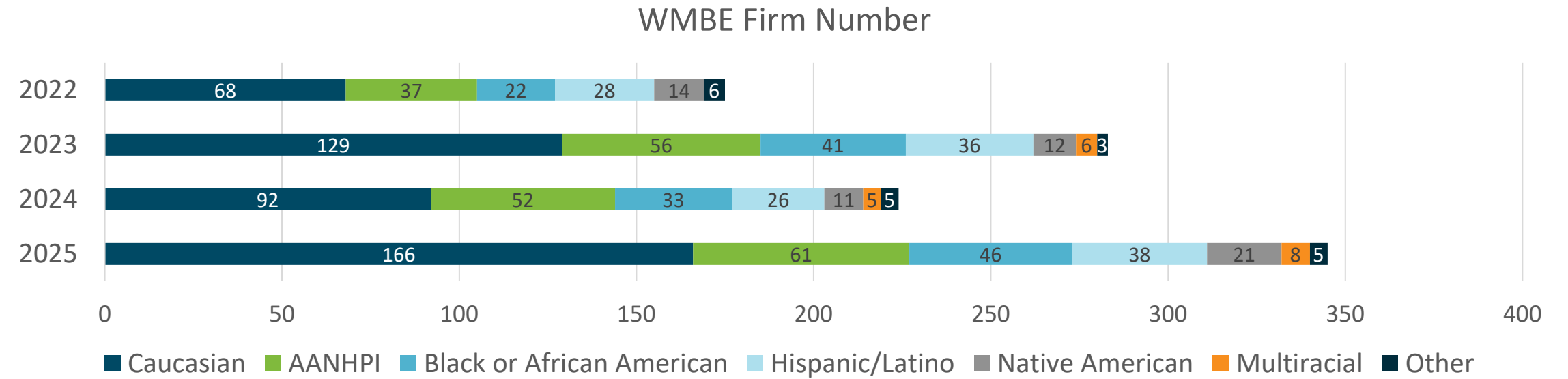
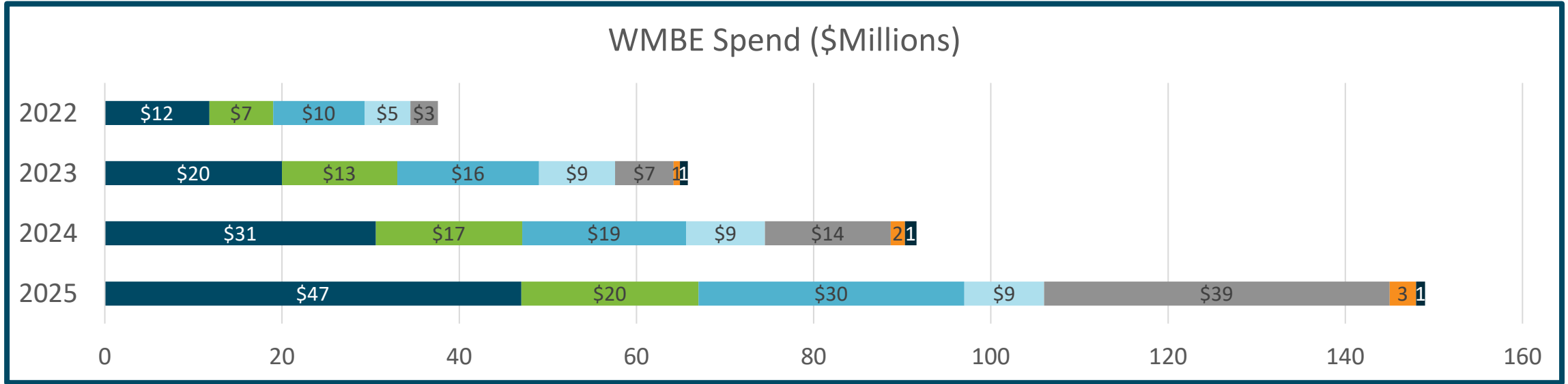
2025 Port-wide WMBE Utilization

Category	Total Port Spend (\$ Millions)	WMBE Spend (\$ Millions)	WMBE Utilization
Public Works (Construction)	611	85	13.8%
Non-Construction	379	67	17.6%
Total	990	151	15.3%

2025 Port-wide Spend Distribution



WMBE Utilization by Ethnicity 2022-2025



2025 Division Goal Attainment (Non-Construction)

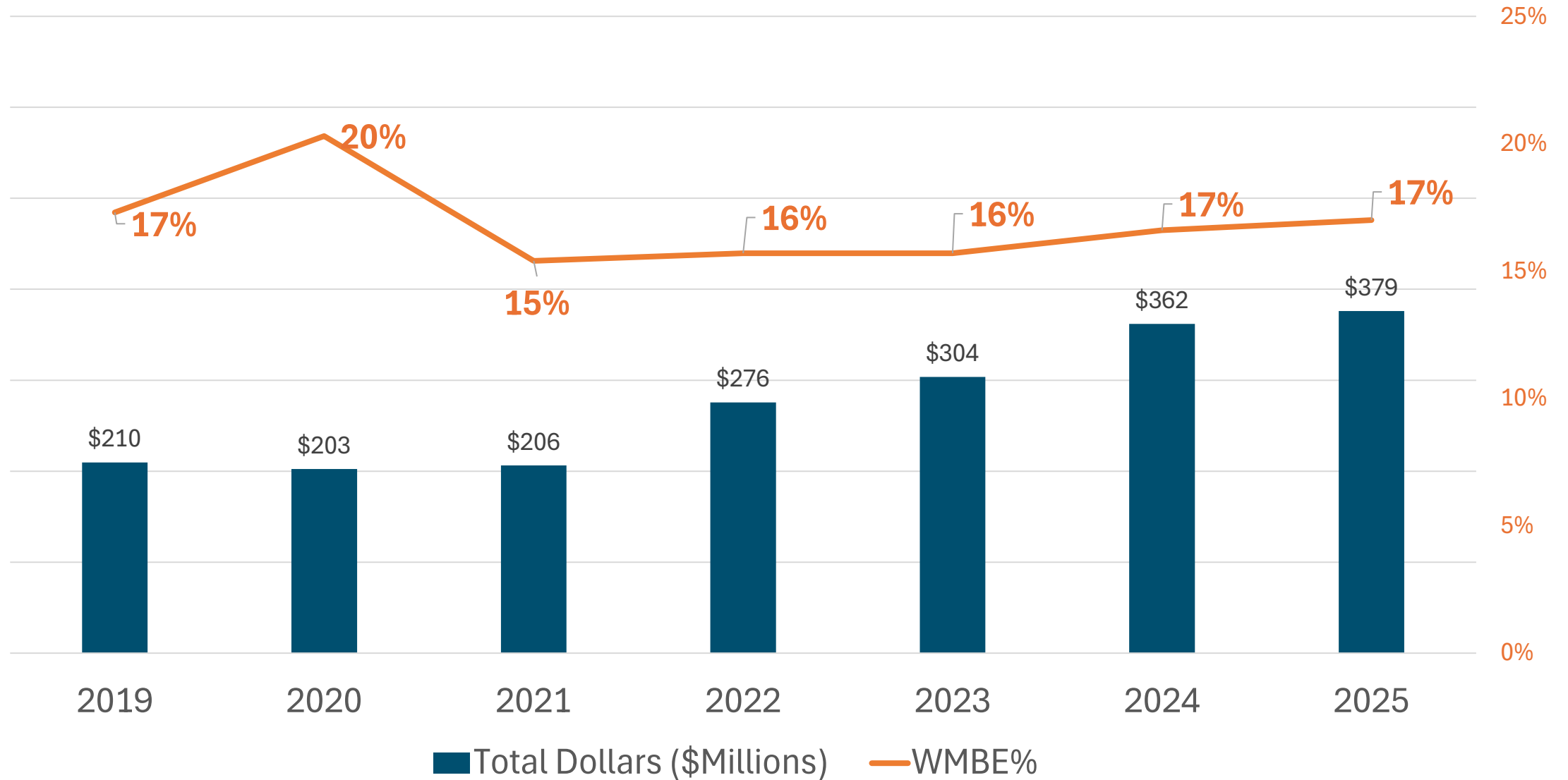
Division	Total Spend (\$Millions)	WMBE Spend (\$ Millions)	2025 WMBE Goal	WMBE Actuals
Aviation	232	41	14%	17.8%
Corporate	75	18	16%	23.4%
Maritime	67	7	14%	10.4%
Economic Development	3	0.2	10%	7.3%

2025 Corporate Departments Goal Attainment (Non-Construction)

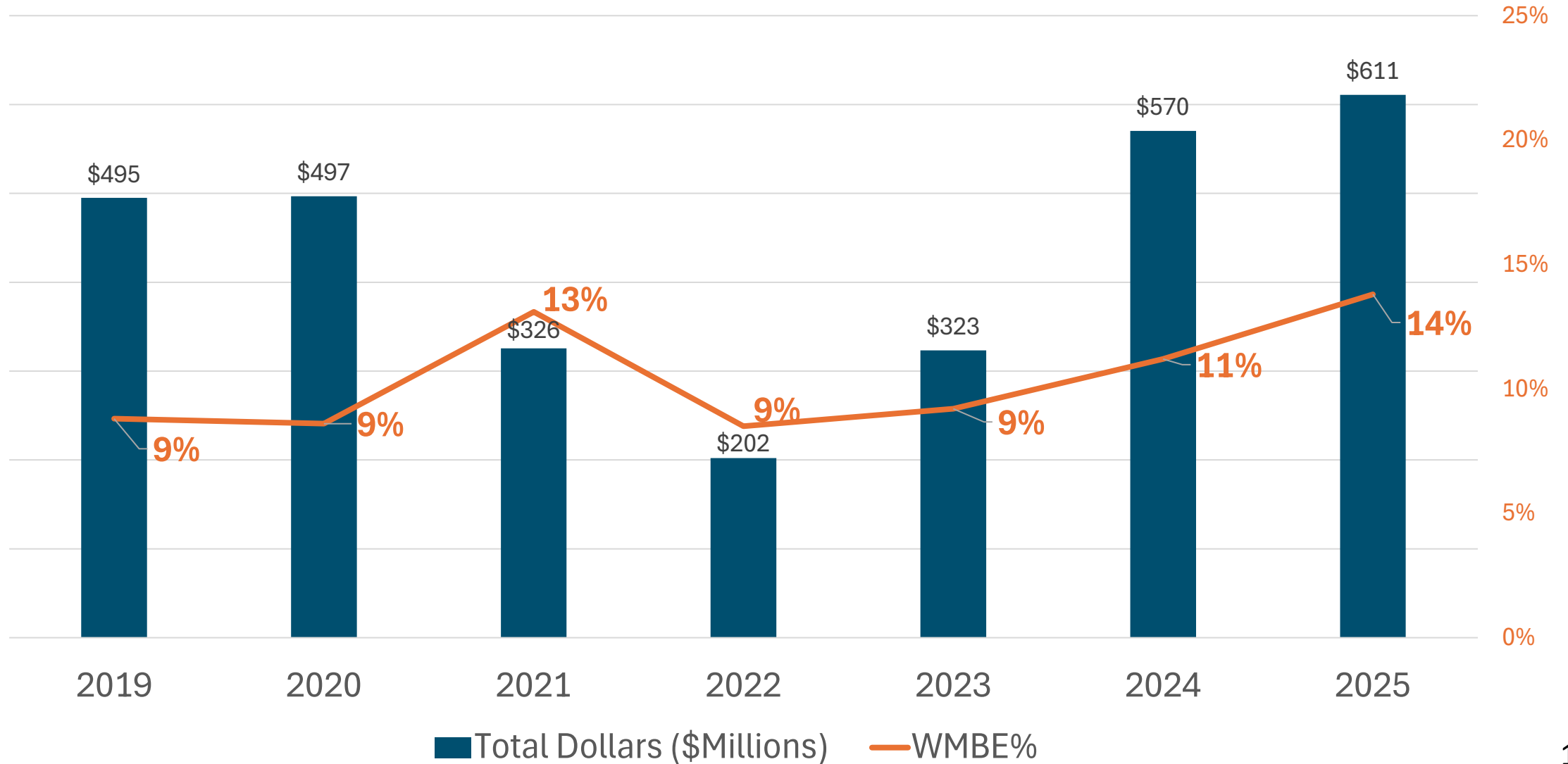
Department	Total Spend (\$ Millions)	WMBE Spend (\$Millions)	WMBE Goal	WMBE Actuals
Chief Financial Office Group	22.56	6.67	30%	30%
Engineering	20.78	4.98	25%	24%
Environmental	8.08	3.00	20%	37%
Legal	4.66	0.30	2%	7%
External Relations	4.44	1.35	18%	30%
Police	4.25	0.03	8%	1%
Port Construction Services	4.18	0.27	26%	7%
Equity / Workforce	2.81	0.19		7%
Human Resources	1.12	0.20	21%	18%
Equity / EDI	0.45	0.13	21%	28%
Executive Director	0.26	0.04	5%	15%
Central Procurement Office	0.20	0.07	15%	36%
Internal Audit	0.17	0.12	20%	71%
Commission	0.07	0.01	10%	19%
Strategic Initiatives	0.05	0.05	50%	94%
Labor Relations	0.02	0.00	5%	6%

- Construction produced 62% of WMBE dollars in 2025.
- Port construction delivered approximately \$85M in WMBE spend (13.8% of \$661M total spend). Record construction WMBE attainment.
 - GC/CM spend doubled, and GC/CM WMBE utilization increased from 10% to 16% resulting in an additional \$23M to WMBE in 2025.
- Highly specialized contracts limit WMBE participation regardless of intent.
- Direct WMBE vendor relationships provide the most consistent results.
- 2024 service agreement performance helped set the stage for 2025 construction results.
- Large service contracts (e.g., \$39M janitorial/facilities maintenance) drive consistent multi-million dollar WMBE outcomes.

Non-Construction Use 2019-2025



Construction Use 2019-2025



2025 Training and Events Results

- PortGen Events:
 - Organized and hosted: 16 events
 - Participants: 284 WMBE firms
 - **NEW** – PortGen 101 Webinars
- Advanced PortGen: 27 WMBE/small
- Accelerator: 13 graduates
- **NEW** – Small Business Recognition

2025 Outreach Results

- Community engagement events: 10
- VendorConnect registrations: 137 new WMBE firms
- **NEW** – Tabor 100 weekly office hours



Virtues

- Total WMBE utilization reached a record high of 15.3%
- Construction WMBE utilization reached a record high of 13.8%
- Port spent a record amount with WMBE firms (\$151 M)

Challenges

- Federal impacts to DBE Program
- Specialized work – High dollars but low WMBE availability
- Training fatigue
- Increasing the number of firms partnered with annually

2026 Goals



2025-2029 Port-Wide Goals

- Number of WMBE Firms Utilized: **500**
- Non-Construction and Construction Percent Spend with WMBE firms: **16%**
- Sub-Goal - Construction Percent Spend: **14%**

Division Goals (Non-Construction)	2026 Goal
Aviation (AV)	14%
Economic Dev. (EDD)	5%
Maritime (MD)	14%
Corporate	18%

Learning Opportunities

- PortGen 101 Videos On-Demand with monthly live Q&A
- Capacity Building Mentorship Program

Events

- Construction Industry Day
- Architecture and Engineering Industry Day
- Goods and Services Vendor Day

Internal Training and Engagement of Port Buyers

- Relationships with Port teams that spend a lot
- Port-wide resources on how to find WMBE firms



- Expand Small Business and WMBE participation in specialized scopes
- Expand direct contracting opportunities with A&E firms
- Cash Flow: Improve prompt payment procedures for construction projects (in collaboration with CMG and CPO) -Change Order Focus
- Improve insurance flexibility for small businesses (in collaboration with Risk Management)
- Provide continued technical assistance to WMBE/DBE and small businesses - particularly on Project Labor Agreements, and Badging Requirements
- Continued partnership with partner governmental entities (e.g WSDOT, Sound Transit, King County, City of Seattle) - Federal DBE program
- Economic uncertainties may impact capital project spend and small/diverse business community

Thank You