

## Diversity brings rewards

Diversity brings a wealth of talent and experience to our Megaprograms. In fact, two of our Diversity Managers were recently recognized for their efforts in this area by two local organizations that support small business.

Tabor 100 acknowledged Bobby Forch at its 20th Annual Gala event for his work with WSDOT since 2014 managing some of our largest diversity and inclusion projects. Tabor 100 is known for its commitment to economic power, educational excellence, and social equity for African-Americans and the community at large. “I am happy we were able to provide opportunities to help grow communities that much of the time do not see the benefit of these large construction projects,” Forch said.

Diversity and Inclusion Manager for WSDOT’s Megaprograms, Regina Glenn, was recognized for her work by the Washington Chapter of the National Association of Minority Contractors (NAMC) at its annual celebration. Glenn was honored as the Diversity Advocate of the Year. She has worked with WSDOT on the SR 520 Bridge Replacement Program since 2012.

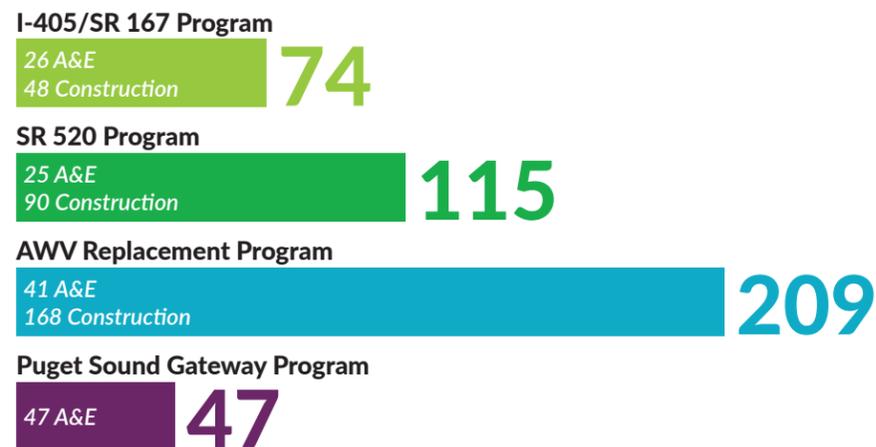
Unbeknownst to Regina, she not only received the award, but learned that it was to be renamed in her honor as well. “Advocacy is what I have been about most of my life so I am deeply honored by this privilege,” she said. “To be recognized by my colleagues from the agencies and the business owners is an affirmation that my efforts have borne fruit for many business owners. That was always my goal. My mission has always been to advocate, collaborate, inform, and engage with our clients to help diverse businesses grow. This award personifies that.” Congratulations to Bobby and Regina, and thank you for your work to support our Diversity and Inclusion goals.



Regina Glenn and Bobby Forch both received awards for their diversity and inclusion advocacy.

## Number of MSVWBE and DBE firms for each Megaprogram

All programs are meeting their voluntary and mandatory goals for MSVWBE and DBE participation. The chart at right shows the total number of current and past MSVWBE and DBE firms currently contracted on each program. Please refer to the individual program reports for more information about MSVWBE and DBE participation.



### For More Information

**Julie Meredith**  
Deputy Assistant Secretary of  
Megaprograms  
[meredjl@wsdot.wa.gov](mailto:meredjl@wsdot.wa.gov)  
206-770-3600

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## Megaprograms Diversity and Inclusive Contracting Quarterly Report: July–September 2019

### Regina Glenn: A True Champion for Diversity and Inclusion

For decades, Regina Glenn has been a part of the diversity and inclusion community. She kicked her passion into high gear about 25 years ago when Regina, an out-of-towner from New York, was tasked by the City of Tacoma to undertake a formidable task: help boost diversity at the Tacoma Fire Department. The job wasn’t easy, but Regina did what she does best—she forged relationships, reached agreements and got results. And, after a few years of exceeding all expectations with the Tacoma City Manager about her work with the fire department, she began to build the foundation of her professional philosophy: connecting people through diversity and inclusion. Starting then and still true today, Regina’s principle of connecting people is simple: she’s committed to inform, engage, advocate, and collaborate.

Regina has worked in leadership positions with several major government agencies, as well as the private sector. That background, coupled with her communication and organizational skills, led to her to start her own business in Seattle. Her firm, Pacific Communications Consultants, Inc., is an award-winning, MWDBE-certified management consulting company, specializing in diversity and inclusion, compliance and outreach.

Recently, Regina not only added to her impressive collection of awards, but actually had an award named after her. The National Association of Minority Contractors awarded Regina the Diversity Advocate of the Year award and changed the award to reflect her name.

“Regina’s resume, coupled with her winning personality and record of accomplishments made her a perfect fit for the SR 520 team’s groundbreaking Diversity and Inclusion Program,” said SR 520 Program engineering manager Ron Paananen. Established in 2014, Regina has led each step of the Diversity and Inclusion Program’s success working with community partners to share resources and opportunities to work with WSDOT in both design and construction.



Regina’s extensive track record in the diversity and inclusion community was recently recognized by her peers.

### Regina named Diversity and Inclusion Manager for WSDOT’s Puget Sound Megaprograms

The next chapter for Regina is to lead the Diversity and Inclusion Program for WSDOT’s Puget Sound Megaprograms. Regina will build on her work at SR 520, which provides a solid framework to continue to raise the bar on diversity and inclusion efforts on the Megaprograms. Drawing on her proven track record, Regina is excited to help provide her leadership and vision for diversity and inclusion on these major transportation programs.

## WSDOT builds roads – and career paths

The Pre-Apprenticeship & Supportive Services (PASS) Program, established in 2015, provides funding for outreach, specific support services and pre-apprenticeship training for women, minorities, and socially and economically disadvantaged individuals across Washington State. The PASS Program helps promote diversity in the highway construction workforce as well as create pathways into apprenticeship in highway construction trades.

While requests for the 2019-21 biennium grant exceeded the available funding, the Program’s intent is to serve service providers statewide. The grants in each region were awarded based on a combination of scoring and the evaluating committee’s recommendations.

An additional opportunity for one vendor under a new PASS Program, WSDOT Youth Direct, will be advertising on Washington’s Electronic Business Solution (WEBS) soon. Youth Direct will provide services to help at least 15 foster care or incarcerated youth enter the highway construction trades.

### I-405/SR 167 Corridor Program

The I-405/SR 167 Corridor Program consists of a series of long-term improvements guided by the I-405 Master Plan and SR 167 Corridor Plan. For two decades, WSDOT has worked with cities, counties, federal agencies, transit agencies and community groups to develop consensus on a long-term vision for the multimodal redevelopment of this highway. The Master Plan incorporates more than 150 individual but coordinated projects between SR 512 in Auburn and I-5 in Lynnwood. Total funding for the program is \$2.8 billion.

**Lesly Chan**  
Business Program  
Manager  
chanle@wsdot.wa.gov  
425-456-8526



### SR 520 Bridge Replacement and HOV Program

The SR 520 Bridge Replacement and HOV Program is enhancing public safety and mobility by replacing the highway's aging, vulnerable bridges and making significant transit and roadway improvements throughout the corridor. Planned improvements extend from I-5 in Seattle to I-405 in Bellevue, at a total budget of \$4.51 billion. The Program is focused on completing the remaining SR 520 improvements from Lake Washington to I-5. Construction of the first stage, the Montlake Project, began in spring 2019.

**Ron Paananen, P.E.**  
GEC Manager,  
HDR Inc.  
paananr@consultant.  
wsdot.wa.gov  
206-770-3621



### SR 99 Alaskan Way Viaduct Replacement Program

The SR 99 Alaskan Way Viaduct Replacement Program is wrapping up demolition of the aged, seismically vulnerable elevated viaduct. Decommissioning of the Battery Street Tunnel is underway. At the north end, the Program is rebuilding streets to reconnect neighborhoods separated by SR 99 since the 1950s. After demolition of the viaduct is complete, the City of Seattle will rebuild Alaskan Way, scope that is partially funded by the AWWV Program. Total program funding is \$3.3 billion.

**Dawn McIntosh, P.E.**  
Project Engineer  
mcintod@wsdot.wa.gov  
206.805.2854



### Puget Sound Gateway Program

The Puget Sound Gateway Program is composed of the SR 167 Project in Pierce County and the SR 509 Project in King County. Both projects provide essential connections to the ports of Tacoma and Seattle and will help ensure people and goods move more reliably through the region. Total funding is \$1.88 billion. The SR 167 Stage 1a design-build team is working on final design and expects to begin construction on the 70th Avenue East bridge in early 2020. The procurement process for the SR 509 Stage 1b contract is underway and construction starts in late 2020.

**John White, P.E.**  
Deputy Program  
Administrator  
whitejh@wsdot.wa.gov  
206-805-2966



## Megaprograms Outlook

WE ARE HERE

■ PE  
■ ROW  
■ WSDOT CN  
■ Other CN  
◆ RFP/AD  
◆ Bid Opening  
◇ Open to Traffic

