



Seattle
Finance &
Administrative Services
Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

May 2, 2019– 9 a.m. - Noon

South Seattle College Georgetown Campus

6737 Corson Ave. S., Seattle, 98108, Building C, Room 110/111

Welcome and Purpose

Wendy Watanabe welcomed the committee and reviewed the agenda. The committee shared sentiments on the recent tragic construction crane incident and observed a moment of silence.

Common Good Frame & Priority Hire Snapshot

Tali Hairston led a discussion centered around a common good framework and thinking proactively versus reactively.

Finance and Administrative Committee (FAS) shared the challenges and successes pertaining to a priority hire worker who advanced to become a Women and Minority owned Business (WMBE) owner, and path to currently working on the Arena project. PHAC and FAS discussed the challenges and successes and noted the importance of workforce support, collaboration and WMBE investment.

Discussion & Guidance

FAS and PHAC reviewed the construction workforce diversity performance on Community Workforce Agreement (CWA) projects. FAS shared WMBE utilization on CWA projects versus non-CWA projects and the increase of utilization on non-CWA projects versus CWA projects. FAS reiterated that City Purchasing and Contracting Services (CPCS) is conducting a racial equity toolkit to better understand how CPCS can increase WMBE utilization in public works and CWA projects and is asking stakeholder input, including PHAC.

FAS shared progress through a Racial Equity Toolkit to increase WMBE participation on projects. FAS asked the committee what recommendations would help address WMBE involvement on PH projects.

The committee suggested the City conduct an analysis amongst an array of contractors to see if they work on multiple CWA projects as well as document contractor's experiences. A representative from the City's Office of Civil rights noted the importance of including qualitative data as well. Committee members also requested that the City provide additional data for reference.

Following the initial feedback, the City clarified the intent of the discussion and asked the committee to provide input to help address WMBE involvement in priority hire projects. The committee separated into small groups and held discussion. The committee then reconvened and shared the following feedback:

Group A

- Administrative processes seen as burdensome
- There is an adequate amount of non-CWA projects so WMBEs do not feel inclined to bid on CWA projects
- Subcontractors feel pressure from prime contractors to meet priority hire requirements

Group B:

- Small contractors may not understand priority hire requirements and goals
- WMBES may not have enough capacity to meet requirements
- Inability to bring their own workforce



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Good of the Order

FAS and PHAC discussed the attendance policy. FAS will further determine attendance implementation to ensure member participation.

The next PHAC meeting will be held June 12.

PHAC Member Attendees

Dale Bright	Laborers 242
Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
James Faison	National Association of Minority Contractors
Marilyn Kennedy	OPCMIA 528
Sonja Forster	Associated General Contractors of Washington
Michelle Merriweather	ULMS
Melanie Parrett	Hot Mix Pavers
Krishna Richardson- Daniels	PACT
Rodney Williams	Northwest Carpenter Institute

Consultation

Tali Hairston	Consultant/Facilitator
Wendy Watanabe	Consultant/Facilitator

City Representatives

Anita Adams	City of Seattle – FAS
Allison Calvert	City of Seattle – FAS
Rick Dimmer	City of Seattle – FAS
Jeanne Fulcher	City of Seattle – FAS
Jesse Gilliam	City of Seattle – FAS
Chris Gregorich	City of Seattle – FAS
Anna Pavlik	City of Seattle – FAS
Julianna Tesfu	City of Seattle – FAS
Edson Zavala	City of Seattle – Mayor's Office
Tamar Zere	City of Seattle – Seattle Office of Civil Rights