



INNOVATE NOW
& TRANSCEND
GENERATIONS
GENERATIONS
GENERATIONS
2021

Northwest Mountain Minority Supplier Development Council

2021 Year End Meeting

December 9, 2021 | Tukwila, WA

The slide features a white background with a decorative border consisting of two concentric rounded rectangles. The inner border is dark blue, and the outer border is light green. Scattered throughout the slide are various sizes and designs of blue snowflakes. A large, double-lined circular frame in light green and dark blue is centered on the slide, containing the text.

**Welcome
&
Thank You!**

Today's Discussion

1. Thank you Sponsors!
2. Welcome: Angela Battle, Board Chairperson
3. Welcome: Shahzad Q. Qadri, MBEIC Chairperson
4. 2021 Year-to-Date Activities
5. 2022 Trends & Activities



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YEAR END MEETING SPONSOR

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Bill & Melinda Gates Foundation

Business Impact NW

City of Seattle

City of Seattle Department of
Transportation

City of Seattle Public Utilities

Greater Seattle Business Association
(GSBA)

King County Business Development

Port of Seattle

Seattle City of Light

Seattle Latino Metropolitan Chamber of
Commerce

Seattle Metropolitan Chamber of Commerce

Snohomish County

Sound Transit

State of Washington Department of Enterprise
Services

State of WA Department of Transportation

Tacoma Business Center Minority Business
Development Agency

WA State Office of Minority & Women's Business
Enterprises

University of Washington

Angela Battle

Northwest Mountain MSDC Board Chairperson

Director of Subcontractor Diversity & Development

Sellen Construction

2021 Board of Directors



Angela Battle
Board Chairperson
Sellen Construction



Carl Gipson
Board Treasurer
AT&T, Inc



Shahzad Q. Qadri
MBEIC Chairperson
Wong Fleming P.S.



Dicran "D" Arnold –
MBEIC Vice Chairperson
World Wide Technology Inc.



Fernando Martinez
Board Secretary
NWMMSDC



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T-Mobile USA, Inc.



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Richard Chacon
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MUFG Union Bank, N.A.



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Nike Corporation



Vladimir "Vlad" Poppel
Board Member
Intel Corporation



Josh Canady
Board Member
Microsoft Corporation

Shahzad Q. Qadri

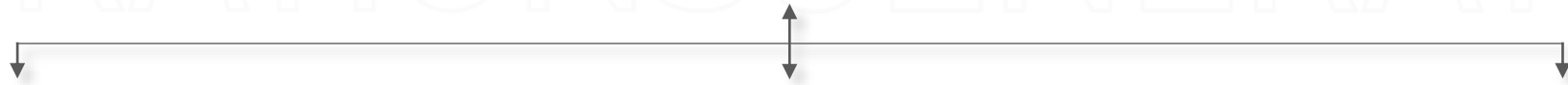
Northwest Mountain MSDC MBEIC Chairperson

Partner, Wong Fleming, P.S.

2021 MBE Input Committee



Shahzad Q. Qadri –
MBEIC Chairperson
Wong Fleming, P.S.



Dicran "D" Arnold –
MBEIC Vice Chairperson
World Wide Technology, Inc.



Pedro Castro –
MBEIC Member
Magellan Architects



Darryl Russell –
MBEIC Member
The Russell Group, LLC



Nelson Reyneri –
MBEIC Member
Liberty Power Corporation



RC Sunkara –
MBEIC Member - Oregon
Mavensoft Technologies, LLC



Curtis Thornhill –
MBEIC Member - Utah
Apt Marketing Solutions

TBD

MBEIC Member
To Be Determined

TBD

MBEIC Member
To Be Determined

TBD

MBEIC Member
To Be Determined



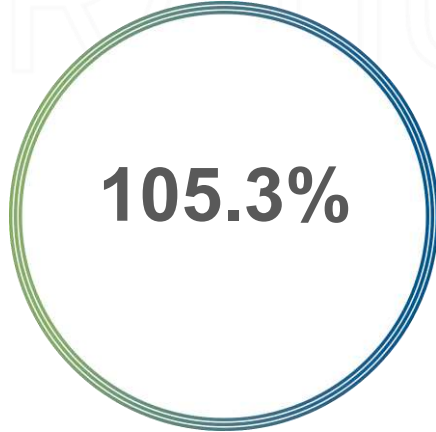
2021 Performance Categories

5 Key Measurements

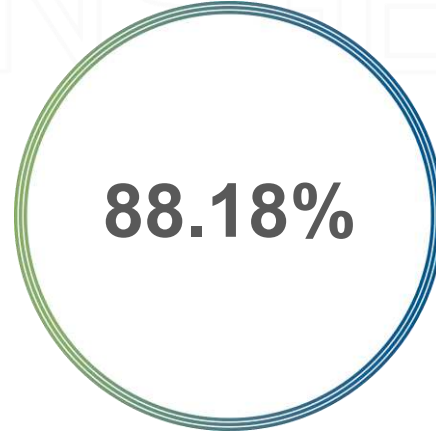
1. Financial
2. Operational
3. Marketing
4. Customer Service
5. Learning & Development Performance

Year-to-Date Financials

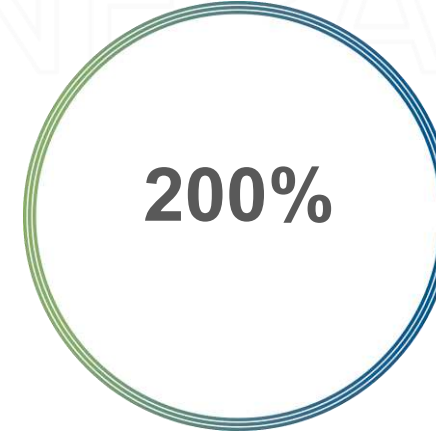
- Actual Revenues



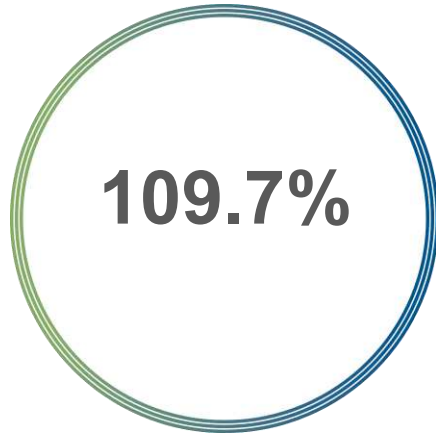
- Actual Expenses



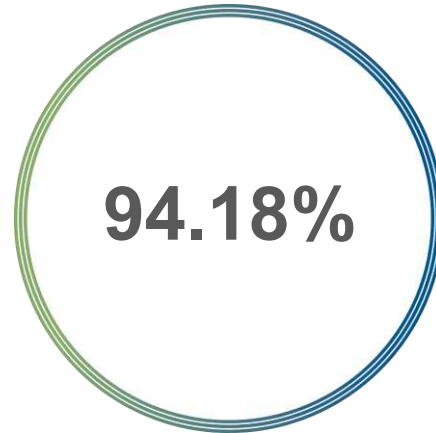
- Net Income



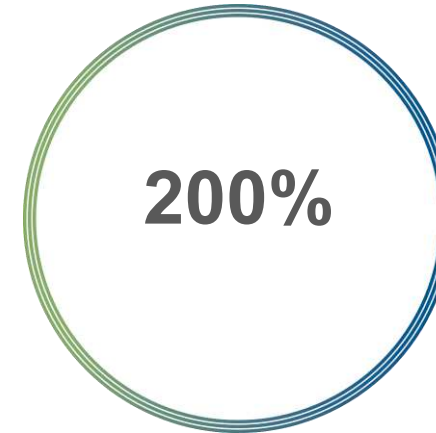
- 4Cast Revenues



- 4Cast Expenses



- 4Cast Income



Operational

COVID-19: Year-2

- Karla Malacon: *Manager of Operations*
- Expense Management in a Time of Increasing Costs & Inflation
- Clean Financial Audit
- NMSDC Compliant



Marketing

Expansion

- Hanifah McGovern: *Manager of Corporate Services, Marketing & Communications*
- Member Account Management
- Diversity Calendar
- Race & Social Justice Stand



Customer Service

Went to the Customer!

- Guidance to Corporate Members & Peer NPOs re: Diversity, Equity, Inclusion
- Executive Summit One & Two
- Virtual & Live Events
- One-on-One Engagements



Executive Summit 1 - 2021

Northwest Mountain Minority Supplier Development Council



2021 EXECUTIVE SUMMIT TWO

Northwest Mountain Minority Supplier Development Council

Learning & Growth Performance

Programming

- Business Plan Builder
- Strategic Communications
- Minority Business Executive Program:
University of WA Foster School of Business
- Minority Business Executive Program: Tuck
School of Business at Dartmouth College
- Technical Assistance Services

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STAND-UP YOUR SUPPLIER DIVERSITY PROCESS

WHAT

1. Supplier Diversity Business Case
2. Commitment Plan
3. Supplier Diversity Organization
4. Supplier Diversity Role & Fit
5. Supplier Diversity Policy
6. CEO Adopts Supplier Diversity Policy

HOW

1. Executive Summary, ROI, Approach, Budget, Management
2. 3-Phase Implementation
3. Supplier Diversity Organizational Design
4. Define Supplier Diversity Role
5. Craft Supplier Diversity Policy
6. Board of Directors Supports CEO Commitment to Supplier Diversity

GOVERNANCE

1. HR, Exec. Leadership, New Process & Policy Design
2. Tiger Team (Ex., Mgmt., Ops., HR, New Process & Policy Design)
3. HR – Org. Design
4. C-Level Leadership, Ex. Leadership, BOD
5. C-Level Leadership, Ex. Leadership, BOD
6. CEO, HR, Public Relations/Gov. Relations

STAND-UP YOUR SUPPLIER DIVERSITY PROCESS (cont'd)

WHAT

7. CEO Direct Communication
8. Internal Systems Design to Manage Accountability
9. Right Supplier Diversity Executive
10. Strategic Integration of Diverse Firms
11. Audit Policies & Practices
12. Supplier Value Alignment thru Tier-2 Support

HOW

7. Organization Wide Communication
8. KPI, Compensation, Technology & Automation
9. Select Best Candidate with Best Experience
10. Lean into New Supplier Base Development
11. Formalize Audit Process
12. Align External Suppliers to Internal Values

GOVERNANCE

7. HR, Comp. Comm., Comp. Policy, Job Description Review & Enrichment
8. HR, Job. Des. & Position Design, Roles & Resp., Compensation Design, Selection, C-Level Interviews
9. Procurement COE
10. HR, CPO, CTO, Risk Mgmt.
11. C-Level Execs. CPO, Risk Mgmt.



**Questions &
Answers**

2022 - What Is Next?

Focus on the Short & Long-Term Value

1. **Key Measurements:** *Financial, Operational, Marketing, Customer Service, Learning & Development*
2. **New Services:** *Consulting*
3. **Programming:** *Copy Right Materials*
4. **Market Trends:** *30 – 120 Day Approach, SME in DEI*



Questions & Answers



Thank you!