



Equity in Construction

Watershed is committed to anti-racism, social justice, and equitable contracting opportunities, particularly for BIPOC businesses vulnerable to displacement from the Duwamish Valley (BIPOC-DVB). Our commitment to creating equity in the construction of The Bend reflects our approach to fostering diversity, promoting local workforce inclusion, and ensuring economic opportunities for underrepresented communities.

Commitments

- 25% of total Direct Construction Costs are allocated to BIPOC-DVBs.
- We partner with community organizations to create employment and trade opportunities for Duwamish Valley residents and local artists.

Our Approach to Implementation

- We engage in early project mapping to connect contractors with prospective partners.
- We maintain BIPOC-DVB and Workforce Databases to identify qualified subcontractors and workers.
- We encourage subcontractor outreach with at least 30 days for BIPOC-DVBs to submit bids.
- Contractors working with Watershed are expected to submit a Utilization Plan outlining subcontractor participation.

Accountability & Follow-Through

To maintain our commitment to equity, Watershed works closely with contractors to ensure meaningful participation from BIPOC-DVBs and local residents.

To learn more about our efforts to create equity in the construction process of The Bend, connect with Eric Alozie at eric@watershedcommunity.org.