

2026 PNW TERO Spring Conference

Washington State Department of Transportation:

Office of Equity & Civil Rights and
Public Transportation Division

Equity and Civil Rights Division:

Tribal Employment Rights Ordinance (TERO) Team

Tonya Ahsoak-Snyder, External Civil Rights Specialist & TERO/EEO

Diane Gard, Small Business Compliance & TERO Manager

Equity and Civil Rights Division

**Equal Employment
Opportunity
Contract
Compliance**

Americans with Disabilities Act (ADA)

**Tribal Employment Rights Ordinance
(TERO)**

Title VI & Limited English Proficiency

**Pre-Apprenticeship & Supportive
Services (PASS) Program**

**Highway Construction &
Maritime Trades Scholarships**

**Capacity Building Mentorship
Program**

Where we are...

- Over the past few years, we have focused behind the scenes on rebuilding and strengthening our program.
- We have been working to reconnect with tribes individually through both in-person visits and virtual meetings.
- The WSDOT TERO webpage has been fully revamped to improve accessibility and usability.
- We have been granted permission to reinstate in-person quarterly meetings to support ongoing communication and collaboration.
- We are currently in the planning and development phase for establishing an annual or biannual WSDOT TERO Resource Event.



Where we are headed...

- Developing TERO training for internal WSDOT staff, Local Agencies, and contractors/consultants
- Seeking volunteers for the planning committee for the WSDOT TERO Annual Resource Fair
- Determining a location for the resource fair
- Identifying locations for the quarterly in-person meetings
- Committed to learning more about the priorities each Tribal Nation is working toward to enhance our usefulness as an agency



We serve as a resource to connect you with the tools and support that will best strengthen your TERO and Workforce Programs.



1. (OMWBE) [Washington State Office of Minority & Women's Business Enterprises](#)
 - State and Federal Certification Provider
2. (CBMP) [Capacity Building Mentorship Program](#)
3. (MWBESS) [Minority and Women's Business Enterprise Support Services](#)
4. (PASS) [WSDOT Pre-Apprenticeship & Support Services Grant Program](#)
 - (WEBS) [Washington Electronic Business Solution for Vendors](#)
5. (CSO) [Consultant Services Office & Safe Harbor Program](#)
6. (HCWP/SWD) [USDOT/FHWA Highway Construction Workforce Partnership/Strategic Workforce Development](#)
7. [WSDOT Tribal Contacts](#)



Sign Up for Weekly Updates/Opportunities from the
Office of Equity and Civil Rights



**Today we invite your feedback on how we
can make our time together most
beneficial to the specific needs of your
program.**

Survey says...



WSDOT TERO CONFERENCE

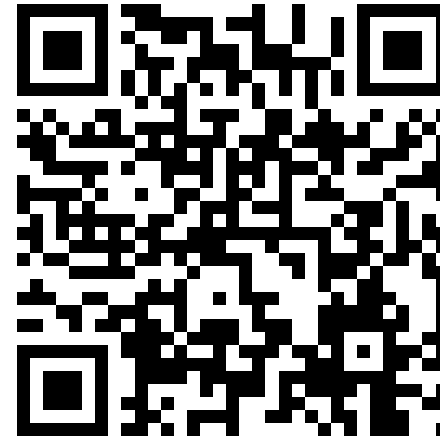


Please scan to provide feedback for quarterly meeting ideas

- PRIME CONTRACTORS
- TRIBALLY OWNED FIRMS
- WSDOT CONSTRUCTION
- WSDOT CONSULTANT SERVICES
- OMWBE
- DEPARTMENT OF ENTERPRISE
- NATIVE OWNED VENDORS

[Feedback Survey Link](#)

WSDOT TERO QTR MEETINGS



Please scan to provide feedback for WSDOT TERO Conference

- TRIBAL UPDATES
- WSDOT UPDATES
- CONTRACTING EVENTS
- UPCOMING CONTRACTS
- TRAINING OPPORTUNITIES
- APPRENTICESHIP OPPORTUNITIES

[Feedback Survey Link](#)

Please take this time to offer suggestions and feedback:

WSDOT TERO CONFERENCE

- If your Tribe is interested in hosting, please reach out to us at:
tero@wsdot.wa.gov

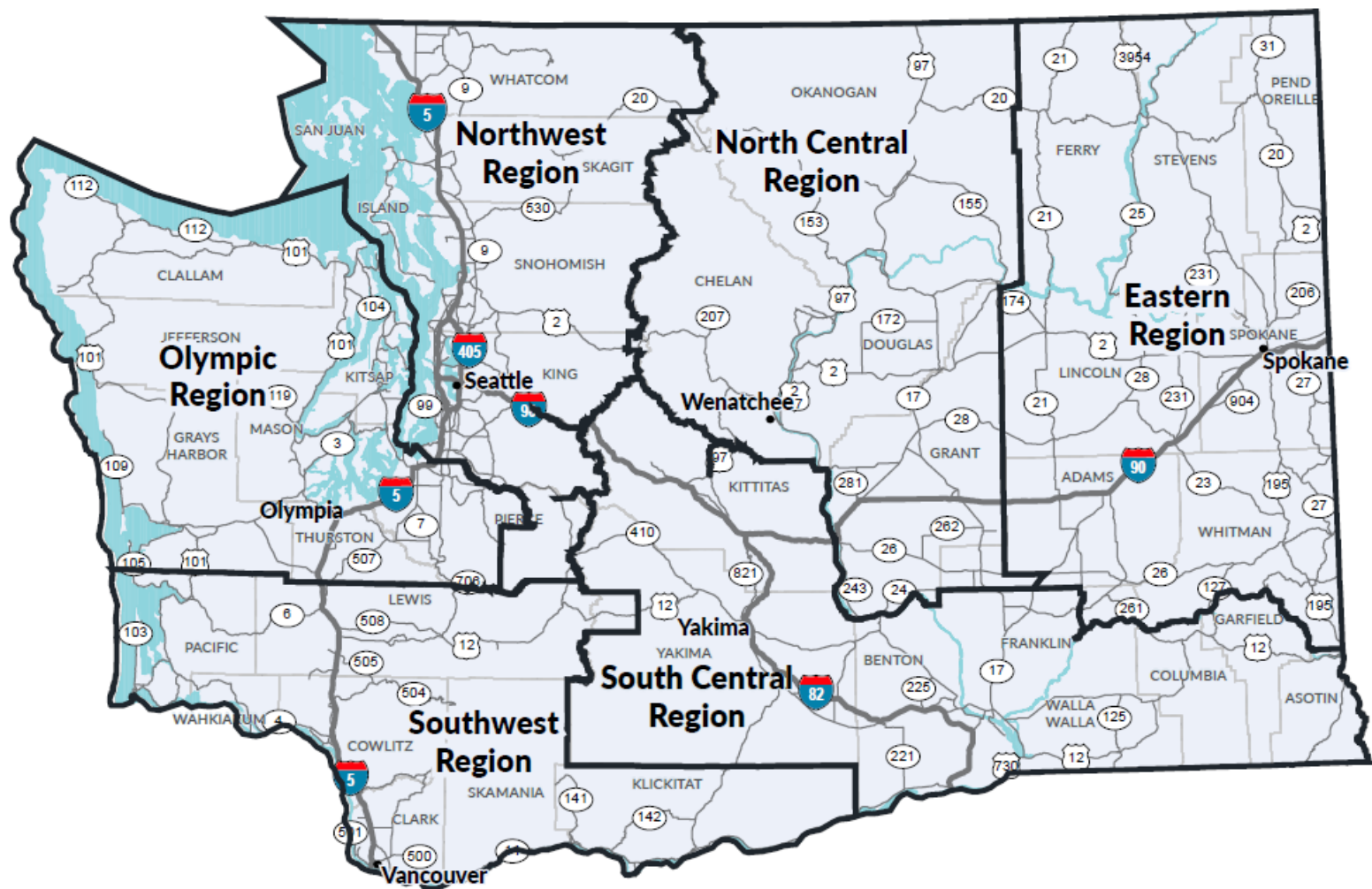


WSDOT TERO QTRLY MEETINGS

- If your Tribe is interested in hosting, please reach out to us a:
tero@wsdot.wa.gov



Please scan if interested in hosting





Nina Jones
Assistant Director
Business Diversity & Inclusion
(360) 947-6788

Nina.Jones@wsdot.wa.gov



Michael Carpenter
Manager
Policy & Technical
Services
(360) 705-6864

FSBESS@wsdot.wa.gov



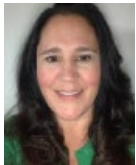
Diane Gard
Manager
Small Business
Compliance &
Tribal Employment
Rights Office (TERO)
(360) 522-0851

TERO@wsdot.wa.gov



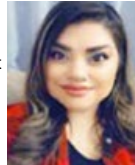
Fatema Aboutalep
FSBE Compliance Lead
Goal Setting & Bid Clearance
(360) 522-0843

GoalRequests@wsdot.wa.gov



Tonya Ahsoak-Snyder
External Civil Rights Specialist
Consultant Services Northwest
Region, Olympic Region and
Headquarters & TERO/EEO
(360) 741-1895

NWregionoeo@wsdot.wa.gov
TERO@wsdot.wa.gov



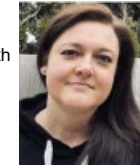
Rosa Covarrubias
Compliance Lead
South Central Region &
State Ferries
(509) 424-1941

SRegionoeo@wsdot.wa.gov
Ferriesoeo@wsdot.wa.gov



Stefanie Enochs
Compliance Lead
Eastern Region & North
Central Region
(360) 742-1896

ERregionoeo@wsdot.wa.gov
NRegionoeo@wsdot.wa.gov



Breanne Higginbotham
External Equal
Employment
Opportunity (EEO)
Officer
(360) 522-0850

Breanne.Higginbotham@wsdot.wa.gov NWregionoeo@wsdot.wa.gov
SWregionoeo@wsdot.wa.gov



Tracey Johnson
Compliance Lead
Northwest/Southwest
Region Construction
(360) 701-9823



Brooke Leslie
External Civil Rights
Specialist
(360) 705-7085

FSBESS@wsdot.wa.gov



Andrew Olson
Compliance Lead
Northwest Region
Local Programs
(360) 628-0651

NWregionoeo@wsdot.wa.gov



Laurie Rasmussen
Compliance Lead
Olympic Region
Local Programs
(360) 742-7995

Oregionoeo@wsdot.wa.gov



Justin Satiacum
Compliance Lead
Olympic Region
Construction
(360) 706-3323

Oregionoeo@wsdot.wa.gov

REGION	EMAIL
Headquarters	HQoeo@wsdot.wa.gov
Eastern Region	ERRegionOEO@wsdot.wa.gov
North Central Region	NCRegionOEO@wsdot.wa.gov
Northwest Region	NWRegionOEO@wsdot.wa.gov
Olympic Region	ORegionOEO@wsdot.wa.gov
South Central Region	SCRegionOEO@wsdot.wa.gov
Southwest Region	SWRegionOEO@wsdot.wa.gov
Washington State Ferries	Ferriesoeo@wsdot.wa.gov
Tribal Employment Rights (TERO)	TERO@wsdot.wa.gov
Consultant Services	CSOECR@wsdot.wa.gov

Contacts



Diane Gard

Small Business Compliance & TERO Manager
WSDOT Office of Equity and Civil Rights
+1 360-522-0851

Diane.Gard@wsdot.wa.gov

Tonya Ahsoak-Snyder

External Civil Rights Specialist & TERO/EEO
WSDOT Office of Equity and Civil Rights
+1 360-742-1895

Tonya.Ahsoak-Stevens@wsdot.wa.gov



Available to meet virtually or in-person!

Thank you.

Any Questions?

Public Transportation Division:

Tribal Transit Mobility & Consolidated Grant Programs

Marianna Hanefeld, RTAP Manager and Tribal Liaison

Emily Watts, Engagement Planner and Tribal Liaison

Public Transportation Division: who we are, what we do, how we can help



Example work areas:

- Public Transportation grant funding including Tribal Transit Mobility, Consolidated Grant Program
- Statewide Public Transportation Plan
- Statewide Human Services Transportation Plan
- Transportation demand management/Commute trip reduction
- Rail state safety oversight

Tribal liaison program:

- Relationship building
 - (Almost) always available to come in-person
- Technical assistance
 - Public transportation grant writing; corrections in review period; any questions
- Coordination with partners, connections and support
- Internal change management

Tribal Transit Mobility Grant Program



- Eligible applicants: Tribes!
- Project length: 2 or 4 years
- No match requirement
- Operating
- Capital
- Mobility management
- Planning
- Capital Construction
- Note: Large construction and ferry vessel purchases are not eligible



[Tribal Transit Mobility Grants](#)

Tribal Transit Mobility Grant Program



Project criteria and scoring

- Establishes, preserves, or improves public transportation services
- Performance Measures = Success
- Identified in regional plan and with community input
- Match
- Connectivity
- Feasibility
- State of good repair – vehicles
- Staff experience
- Implementation



Important dates

June 16, 2026: WSDOT posts notice of funding opportunity.

July 23, 2026: Grant applications available in the Grants Management System (GMS).

July 24- Sept. 16, 2026: WSDOT staff available for questions and technical assistance.

3 p.m. Sept. 17, 2026: Grant applications due in GMS.

Sept. 18 - Oct. 16, 2026: WSDOT reviews applications for completeness and eligibility, and evaluators rank the projects.

Dec. 1, 2026: WSDOT sends recommended project list to the Legislature.

June 2027: WSDOT sends award letters to grantees after the governor signs the transportation budget.

July 1, 2027: 2027-2029 biennium begins.

June 30, 2029: 2027-2029 biennium ends.

[Tribal Transit Mobility Important Dates](#)

Consolidated Grant Program



- Who is Eligible?
- Regional planning requirement
- Match requirements
 - Sustaining projects
 - New projects
- Project type
 - Operations and mobility management
 - Capital
 - Capital Construction
 - Planning



Consolidated Grant Program



Project Criteria and scoring

- Establishes, preserves, or improves public transportation services
- Performance Measures = Success
- Identified in regional plan and with community input
- Match
- Connectivity
- Feasibility
- State of good repair – vehicles
- Staff Experience
- Implementation

What does “Consolidated” mean?



Important dates

- **May 19, 2026:** WSDOT posts notice of funding opportunity.
- **June 16, 2026:** Grant applications available in the Grants Management System (GMS). Recorded application training video available.
- **July 8, 2026:** Application training webinar.
- **Aug. 8-12, 2026:** Washington State Public Transportation Conference. Live application training.
- **Sept. 9, 2026:** Grant application due in GMS.
- **Nov. 13, 2026:** Revised applications due in GMS.
- **Jan. 30, 2027:** Regional rankings due from regional transportation planning organizations.
- **May - June 2027:** WSDOT sends award letters to grantees after the governor signs the transportation budget.
- **July 1, 2027:** 2027-2029 biennium begins.
- **June 30, 2029:** 2027-2029 biennium ends.

[Consolidated Grant Program Important Dates](#)

Public Transportation Conference



- Gathering of transportation agencies, organizations, staff and more!
- Bus “Roadeo”
- Statewide transit “Wall of Fame” banquet
- August 9-12, 2026, in Tacoma, WA
- RTAP scholarships available
- Is there a training or session you’d like to see or bring yourself?



Contacts



Marianna Hanefeld

Tribal liaison/RTAP manager
WSDOT Public Transportation Division
(425) 777-0557

Marianna.Hanefeld@wsdot.wa.gov

Emily Watts

Tribal liaison
WSDOT Public Transportation Division
(360) 584-6352

Emily.Watts@wsdot.wa.gov



Available to meet virtually or in-person!