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2020 CITY OF BOSTON
DISPARITY STUDY

INTERPRETATION SERVICES

Español | 中文 | Tiếng Việt | kreyòl ayisyen | kabuverdianu

Si necesita servicios de interpretación, elija español en la siguiente opción



如果需要口译服务，请在下面的选项中选择中文



Nếu bạn cần dịch vụ phiên dịch, vui lòng chọn tiếng Việt trong tùy chọn bên dưới



Si ou bezwen sèvis entèpretasyon, chwazi kreyòl ayisyen nan opsyon sa a.

Si bu mesti servisu di interpretason, favor skodji "Cape Verdean Creole" [Kriolu di Cabo Verde] na proximu opson.

MEETING RECORDING



The Equity and Inclusion Unit will be recording the meeting and posting it on our website for those who are unable to attend the Zoom meeting live.

If you do not wish to be recorded during the meeting, please keep your microphone and camera off.

ZOOM TIPS

Here is how you can participate during the Question and Answer part of the presentation:



JOINING VIA PHONE:

*9 to raise your hand



VIA WEB:

Chat to ask questions/comments



Raise hand to ask for audio/video permission to ask questions



- **Introduction & Overview**
- **Disparity Study Briefing**
- **Executive Order Overview**
- **Supplier Diversity Program**
- **Next Steps**

*City of Boston
Disparity Study
Community Briefing*



BOSTON'S COMMITMENT TO CONTRACTING EQUITY

Celina Barrios-Millner, Director of Equity and Inclusion

PROCUREMENT ENHANCEMENTS

New Equitable Procurement Process

- ***Affirmative Marketing to M/WBEs***
 - Requires certified vendors to be included in every procurement
 - 278 Equitable procurements completed in 2020
- ***Equitable Procurement Plan***

Every department submitted their plan to spend with diverse vendors for FY 22
- ***Training for City Departments***

Over **120** City buyers have been trained on Equitable Procurement practices
- New **webpage** with all current contracting opportunities **boston.gov/bids**



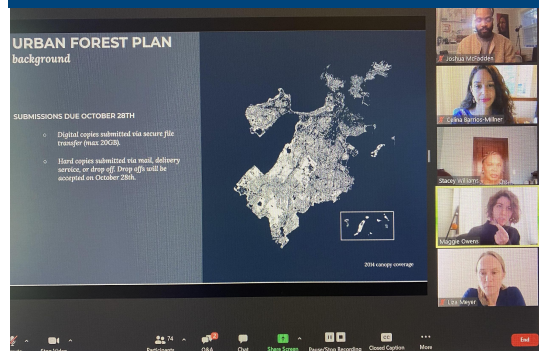
OUTREACH AND ENGAGEMENT

Pathways to City Contracting Series

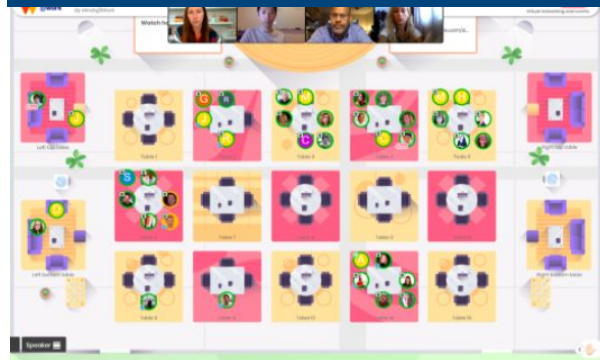
Over 600 participants in 2020, in person and online



INFO SESSIONS



OPPORTUNITY FAIRS



CITY of **BOSTON** Contracting Clinics

Join us to learn how to bid on City Contracts, share best practices, and receive virtual support with M/WBE certification and City of Boston vendor registration!

For registration & additional information please email: Joshua.McFadden@Boston.Gov

- June
30
ARCHITECTURE & DESIGN
- July
16
CONSTRUCTION
- July
28
GOODS/PROFESSIONAL SERVICES

Our Contracting Clinics are now virtual! Each session will take place from 3:30pm - 5:00pm.

CONTRACTING CLINICS



OUTREACH AND ENGAGEMENT

Pathways to City Contracting Bulletin (Monthly)



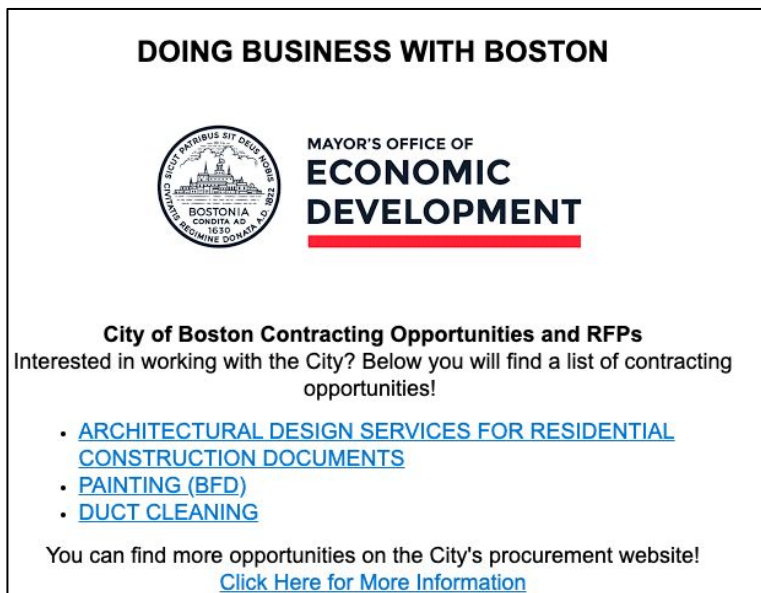
WBE
Certified Business Spotlight




SHANA BRYANT
CEO + FOUNDER
SHANA BRYANT CONSULTING

CITY of BOSTON

- Highlight City Contracting opportunities
- Feature newly certified businesses
- Share City and Partner resources and events



DOING BUSINESS WITH BOSTON



MAYOR'S OFFICE OF
**ECONOMIC
DEVELOPMENT**

City of Boston Contracting Opportunities and RFPs
Interested in working with the City? Below you will find a list of contracting opportunities!

- [ARCHITECTURAL DESIGN SERVICES FOR RESIDENTIAL CONSTRUCTION DOCUMENTS](#)
- [PAINTING \(BFD\)](#)
- [DUCT CLEANING](#)

You can find more opportunities on the City's procurement website!
[Click Here for More Information](#)

FINANCIAL SUPPORT

CERTIFIED BUSINESS RELIEF FUND



CERTIFIED BUSINESS FUND

Up to \$15,000 in direct grants

\$2.5 million available to Boston M/WBE, VOSB, and SLBE Certified Businesses directly impacted by the COVID-19 pandemic.

boston.gov/certified-fund

- **\$1.9M** awarded to 135 certified minority- and woman-owned businesses
- **48%** to Black-owned businesses
- **55%** to woman-owned businesses

DISPARITY STUDY

Business Outreach Meetings



- Held 7 public forums in **Codman Square, Copley, East Boston, Fields Corner, Jamaica Plain, Mattapan, and Roxbury**
- Collected information through **surveys, written testimony, oral testimony and in depth interviews**
- Established the **Supplier Diversity Advisory Council** with 24 advocates and business owners

To hear directly from business owners about their experience contracting with the City and doing business in Boston





- Participation, availability, and disparities
- Analysis of marketplace conditions
- Qualitative and anecdotal information
- Policy and program guidance
- Legal compliance

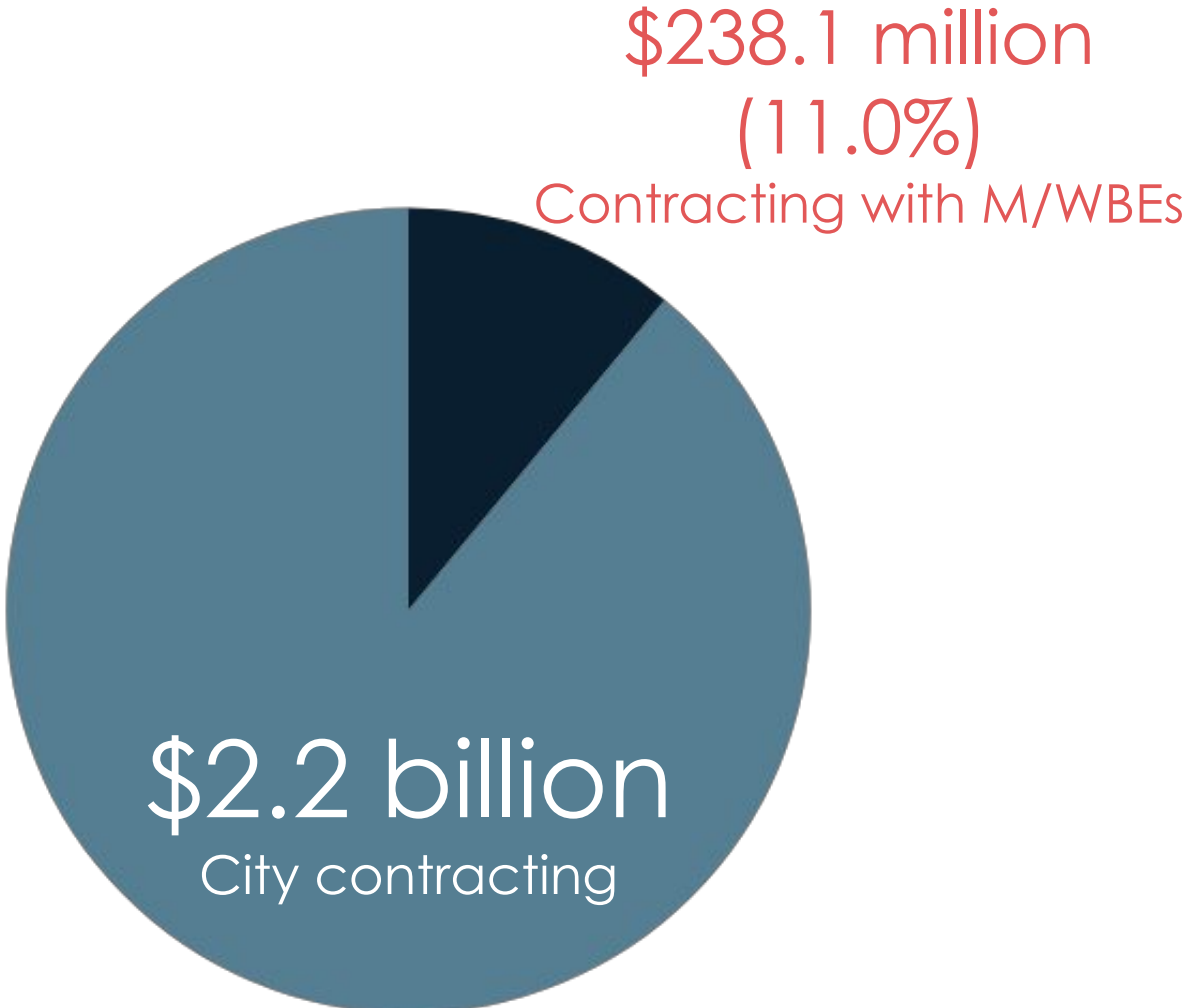
UTILIZATION ANALYSIS

UTILIZATION ANALYSIS



M/W
participation

UTILIZATION ANALYSIS

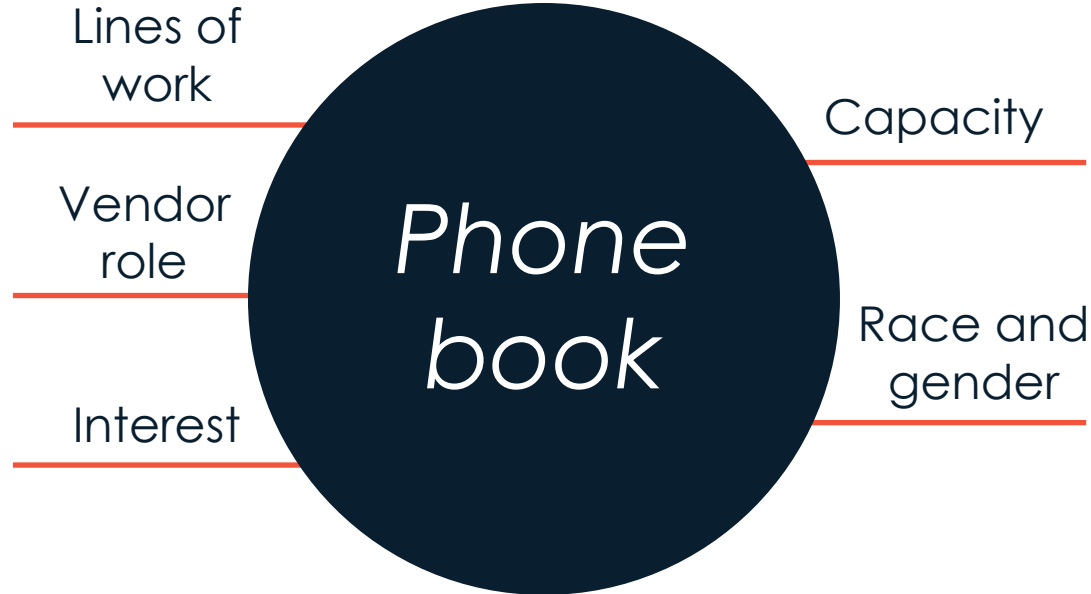


UTILIZATION ANALYSIS

Asian	\$22.8 million (1.1%)
Black	\$9.4 million (0.4%)
Hispanic	\$18.3 million (0.8%)
Native American	\$2.6 million (0.1%)
White woman	\$185 million (8.5%)
<hr/>	
TOTAL	\$238.1 million (11.0%)

AVAILABILITY ANALYSIS

AVAILABILITY ANALYSIS



AVAILABILITY ANALYSIS

\$366.1 million
(16.9%)
M/WBE Availability



AVAILABILITY ANALYSIS

Asian	\$16.2 million (0.7%)
Black	\$78.7 million (3.6%)
Hispanic	\$26.2 million (1.2%)
Native American	\$2.6 million (0.1%)
White woman	\$242.4 million (11.2%)
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TOTAL	\$366.1 million (16.9%)

DISPARITY ANALYSIS

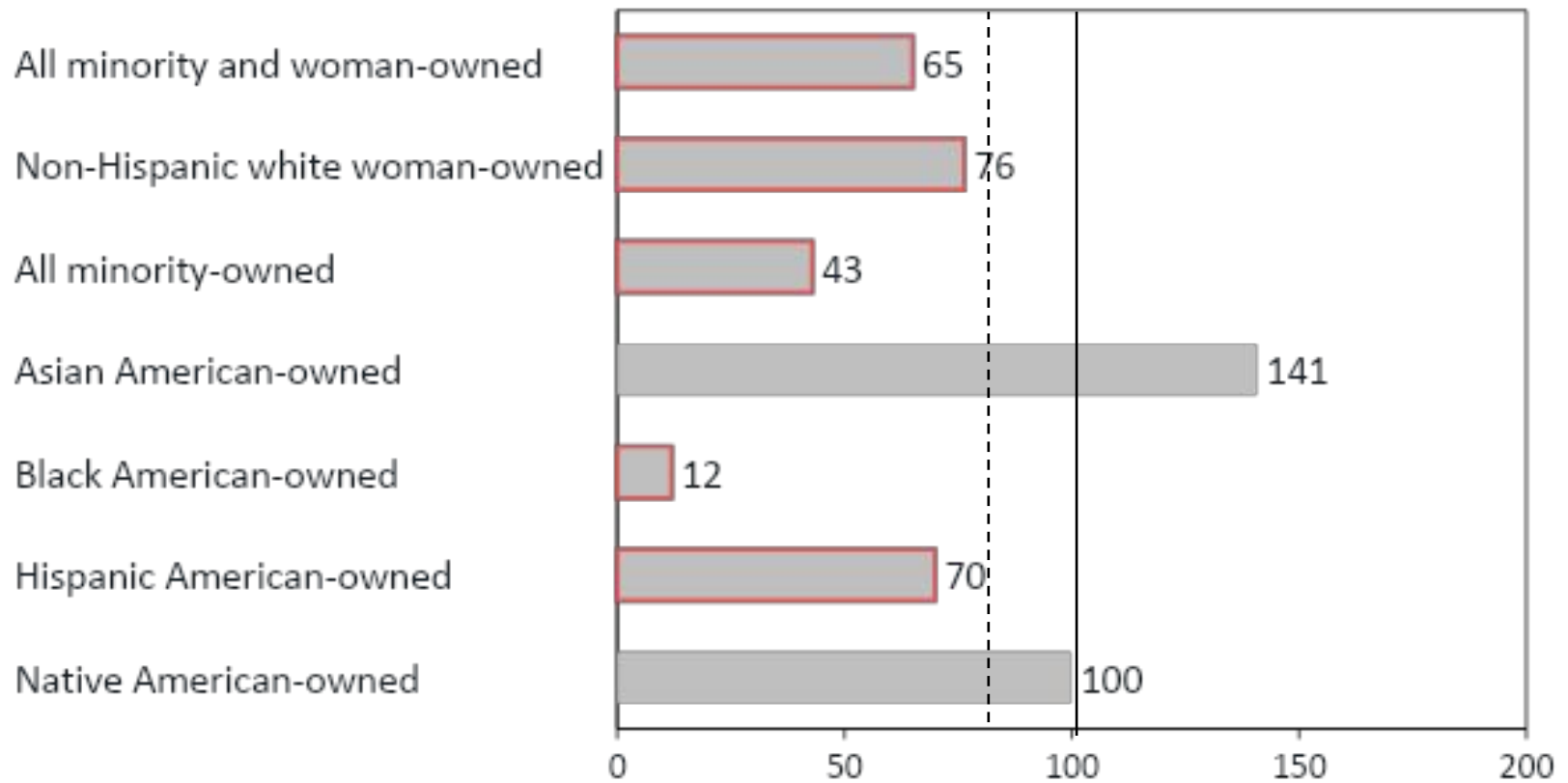
DISPARITY ANALYSIS

$$\frac{\text{M/W participation}}{\text{M/W availability}} = \text{DISPARITY INDEX}$$

.80 = *substantial* underutilization

DISPARITY ANALYSIS

All Contracts



DISPARITY ANALYSIS

Disparity indices by industry and race/gender					
	Construction	Construction design	Professional services	Support services	Goods and supplies
All minority and woman	34	142	67	66	103
Non-Hispanic white woman	37	182	34	96	150
All minority	24	93	98	41	19
Asian American	26	150	200+	23	200+
Black American	15	27	1	37	7
Hispanic American	23	117	200+	70	110
Native American	200+	100	0	100	0

REMEDIES

REMEDIES

OVERALL CITY GOAL: 25%



PROGRAM MEASURES

Race-/gender-neutral

- Supplier Diversity Office
- Affirmative marketing
- Procurement plans
- Capacity building
- Business fund

Race-/gender-conscious

- Contract goals



EXECUTIVE ORDER OVERVIEW

Danny Green, Policy Director

EXECUTIVE ORDER OVERVIEW

An Executive Order Establishing Equitable Procurement Goals for Minority and Woman-owned Businesses

- **Immediate**: 25% Annual Discretionary Spend goal with minority- and woman-owned businesses
 - 10% with MBEs
 - 15% with WBEs
 - Highest spending goal ever for the City of Boston
 - Applied across all industries and departments
- **Within 6 months**: Establish a process for determining race- and gender-conscious goals on **individual contracts** as well as a process for **evaluating and monitoring compliance**.
- **By FY2023**: Require **goal tracking and reporting** as part of **the annual budget process**.
- Establishes a new **Supplier Diversity Program** to oversee the implementation of this Executive Order along with the 2019 Equitable Procurement Executive Order.



SUPPLIER DIVERSITY PROGRAM

*Celina Barrios-Millner, Director of Equity and Inclusion
Kenya Germain, Supplier Diversity Program*

SUPPLIER DIVERSITY PROGRAM

\$2M Investment in Staffing and Resources to support M/WBEs

- **Oversee Contract Goal Setting**
Oversee the implementation of the Executive Order along with a 2019 Executive order related to equitable procurement.
- **Ensure Full Participation of M/WBEs**
Ensure the City's policies, practices and processes foster the full participation of M/WBEs in pursuing contracting opportunities.
- **Strategic Capacity Building**
Develop strategic capacity building programs to help Minority and Woman-owned businesses compete for City contracts. Including:
 - Technical Assistance
 - Financial Support
 - Training and Mentoring programs



www.boston.gov/econdev/equity

QUESTIONS

NEXT STEPS

GET STARTED TODAY!

Visit our website: boston.gov/econdev/equity

- ❑ *Sign up for our Pathways To City Contracting Monthly Bulletin!*
- ❑ *Get certified as an M/WBE!*
- ❑ *Find out about upcoming events*
- ❑ *Check out open contracting opportunities at boston.gov/bids!*