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OFFICE OF DIVERSITY AND INCLUSION

Disparity Study Implementation

June 22, 2021

2021 Disparity Study Implementation

- Disparity Study Findings
- Engagement Process
- Key Program Elements
- Next Steps – City Council Adoption
- Program Implementation

Disparity Study Process Overview



- Disparity Study commissioned in 2017
- Disparity Study objectives
 - Determine if statistically significant disparity exists
 - Ascertain practices affecting any documented statistical disparity
 - Provide detailed race-neutral program recommendations
 - Prepare a report with narrowly tailored race-specific remedies.



Disparity Study Findings

January 1, 2012 – December 31, 2015

City of Columbus Market Area

January 1, 2012 – December 31, 2015

Market Area: Franklin County

Total Dollars Awarded

Within Market Area

\$1,305,821,100

74.73%

Outside Market Area

\$441,674,667

25.27%

Highly Used Prime Contractors by Industry

Total Construction Prime Contracts

Vendors	Total Dollars	Percent of Dollars	Number of Contracts
15 Highly Used Vendors	\$683,710,963	69%	162
220 Vendors	\$301,962,593	31%	841
235 Total Vendors	\$985,673,556	100%	1,003

Professional Services Prime Contracts

Vendors	Total Dollars	Percent of Dollars	Number of Contracts
23 Highly Used Vendors	\$285,879,443	70%	360
472 Vendors	\$123,781,373	30%	2,103
495 Total Vendors	\$409,660,816	100%	2,463

Goods and Services Prime Contracts

Vendors	Total Dollars	Percent of Dollars	Number of Contracts
89 Highly Used Vendors	\$246,799,675	70%	4,867
1,035 Vendors	\$105,361,720	30%	12,639
1,124 Total Vendors	\$352,161,395	100%	17,506

Dollars MWBEs Lost by Industry

CONSTRUCTION

African Americans	\$21,459,308
Asian Americans	\$3,589,815
Hispanic Americans	\$2,309,461
Native Americans	\$2,092,878
Caucasian Females	\$5,214,363

PROFESSIONAL SERVICES

African Americans	\$13,931,697
Hispanic Americans	\$1,683,577
Native Americans	\$387,034
Caucasian Females	\$9,687,145

GOODS AND SERVICES

African Americans	\$6,107,442
Asian Americans	\$1,397,878
Hispanic Americans	\$192,910
Native Americans	\$270,412
Caucasian Females	\$1,632,990

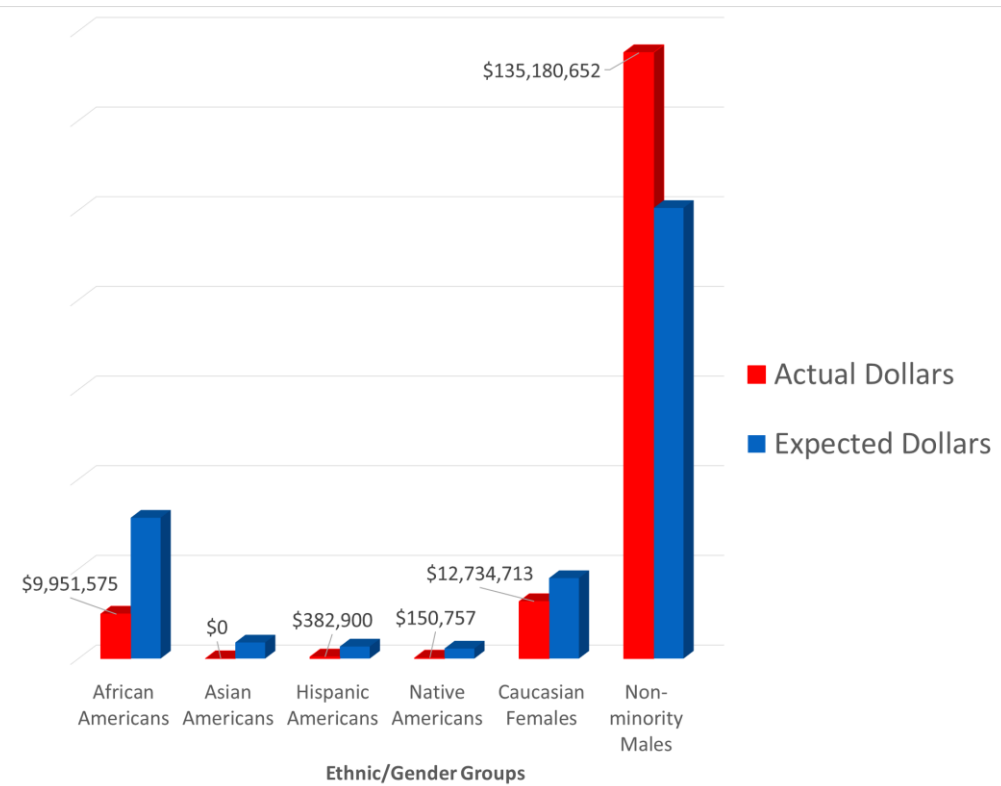
TOTAL DOLLARS MWBEs LOST

\$69,171,880

Key Findings: Formal Construction Prime Contracts Over \$100,000

All Construction Contract Awards:

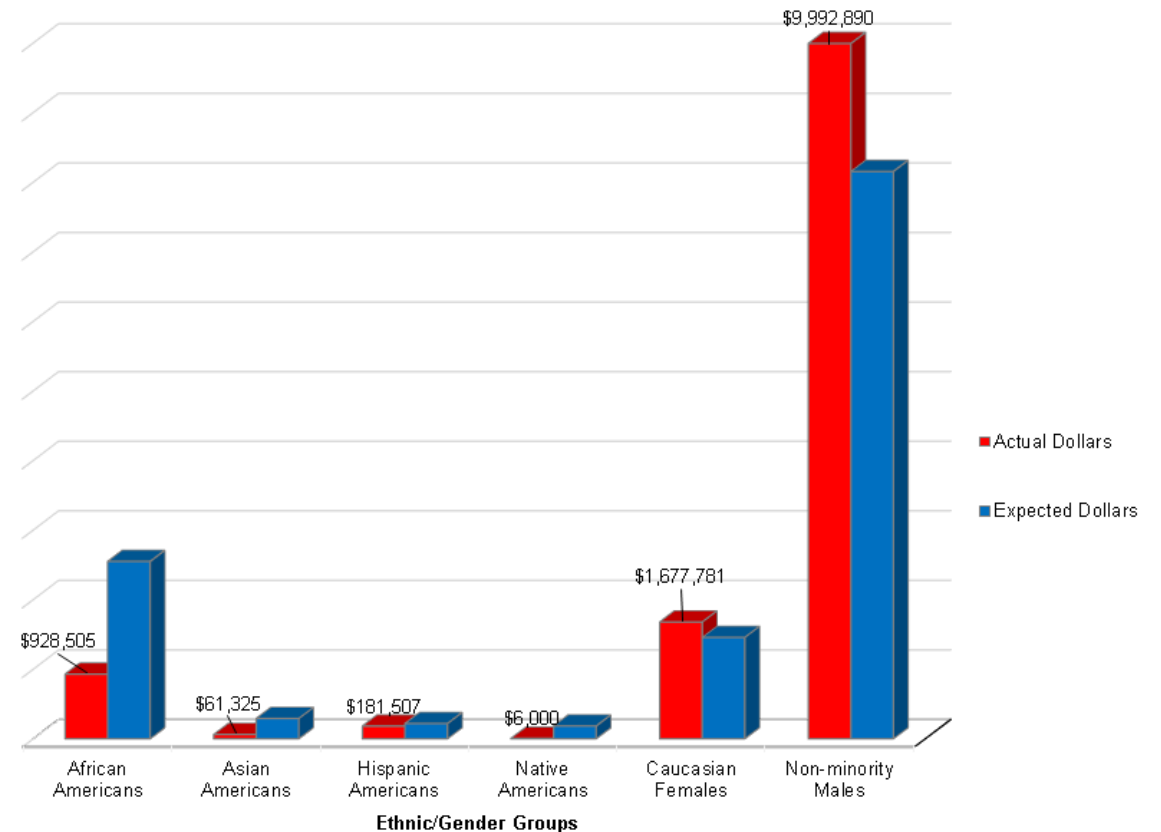
- African Americans: 1.41%
- Asian Americans: 0.01%
- Hispanic Americans: 0.06%
- Native Americans: 0.02%
- Caucasian Females: 2.71%
- Non-minority Males: 95.80%



Key Findings: Informal Construction Prime Contracts Awarded \$100,000 and Under

All Informal Construction Contract Awards:

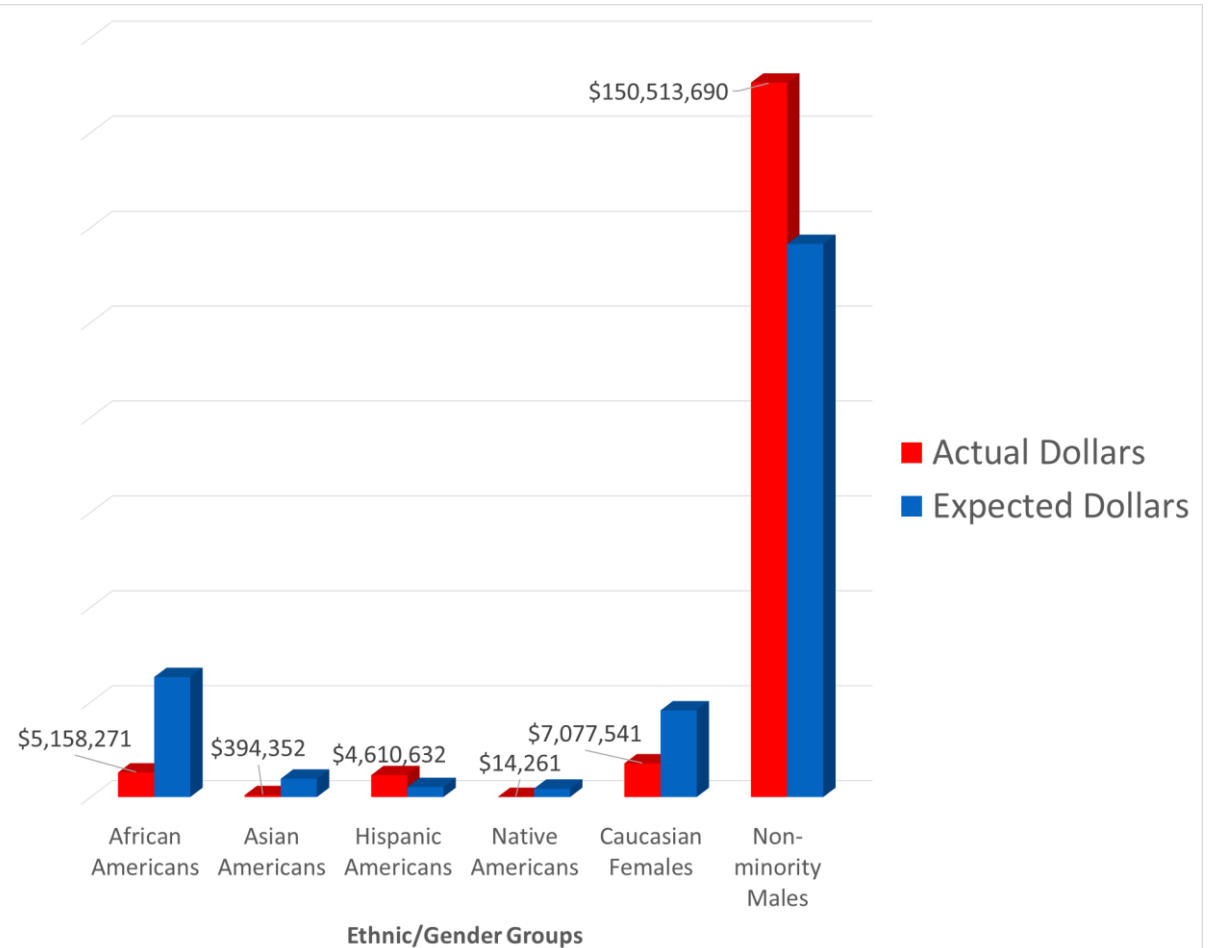
- African Americans: 7.23%
- Asian Americans: 0.48%
- Hispanic Americans: 1.41%
- Native Americans: 0.05%
- Caucasian Females: 13.06%
- Non-minority Males: 77.78%



Key Findings: Construction Subcontracts

Construction Subcontract Awards:

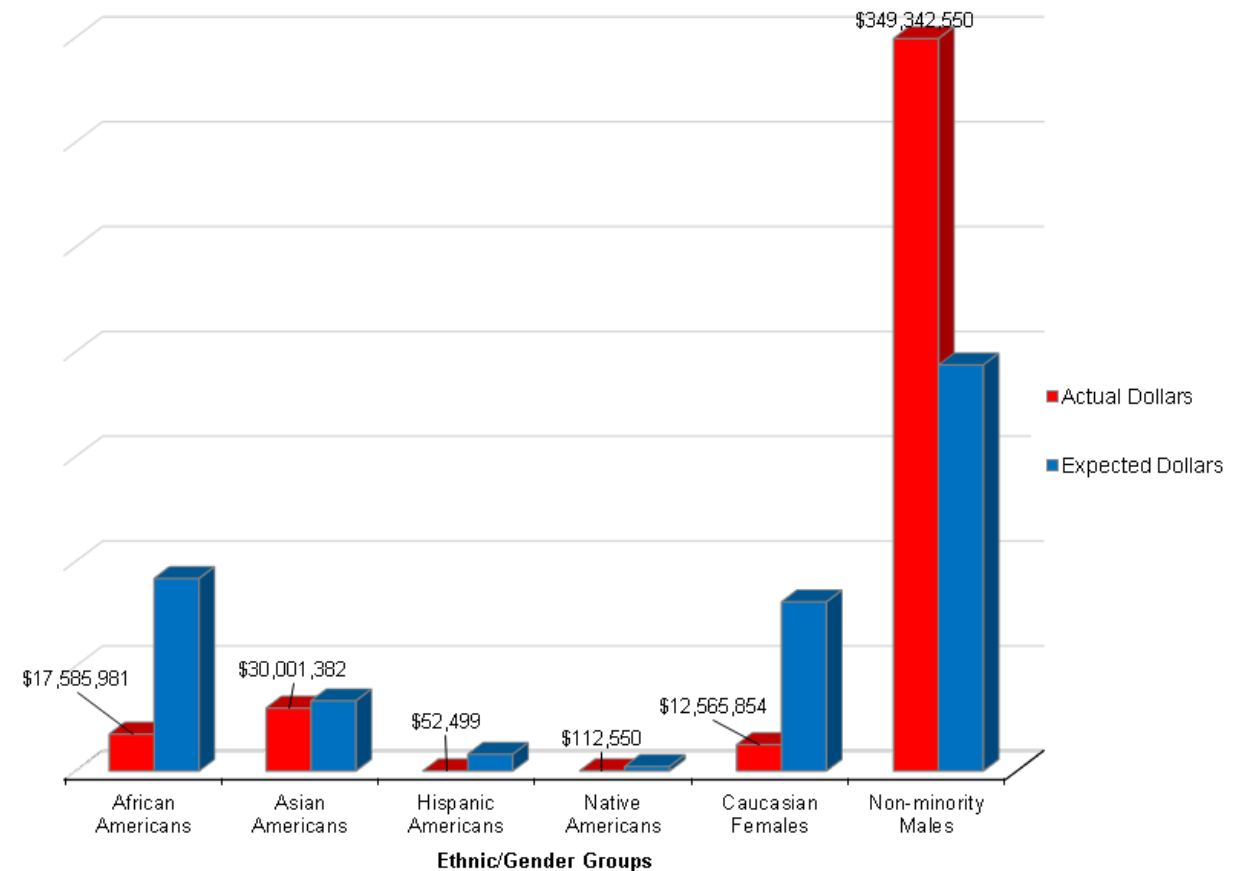
- African Americans: 3.07%
- Asian Americans: 0.24%
- Hispanic American: 2.75%
- Native Americans: 0.01%
- Caucasian Females: 4.22%
- Non-minority Males: 89.71%



Key Findings: Formal Professional Services Prime Contracts Over \$50,000

All Professional Services Contract Awards:

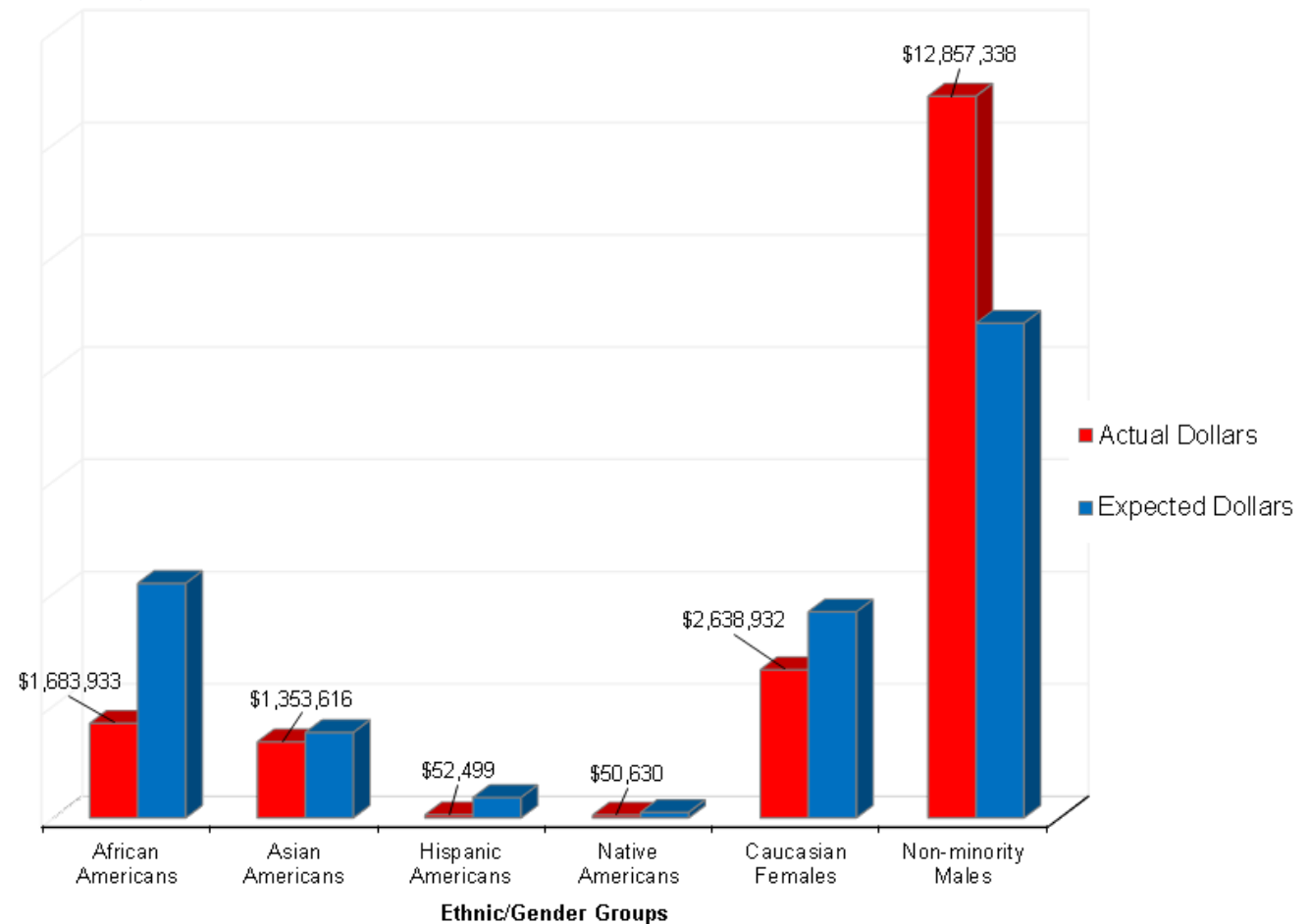
- African Americans: 4.29%
- Asian Americans: 7.32 %
- Hispanic Americans: 0.01%
- Native Americans: 0.03 %
- Caucasian Females: 3.07%
- Non-minority Males: 85.28%



Key Findings: Informal Professional Services Prime Contracts \$50,000 and Under

All Informal Professional Services Contract awards:

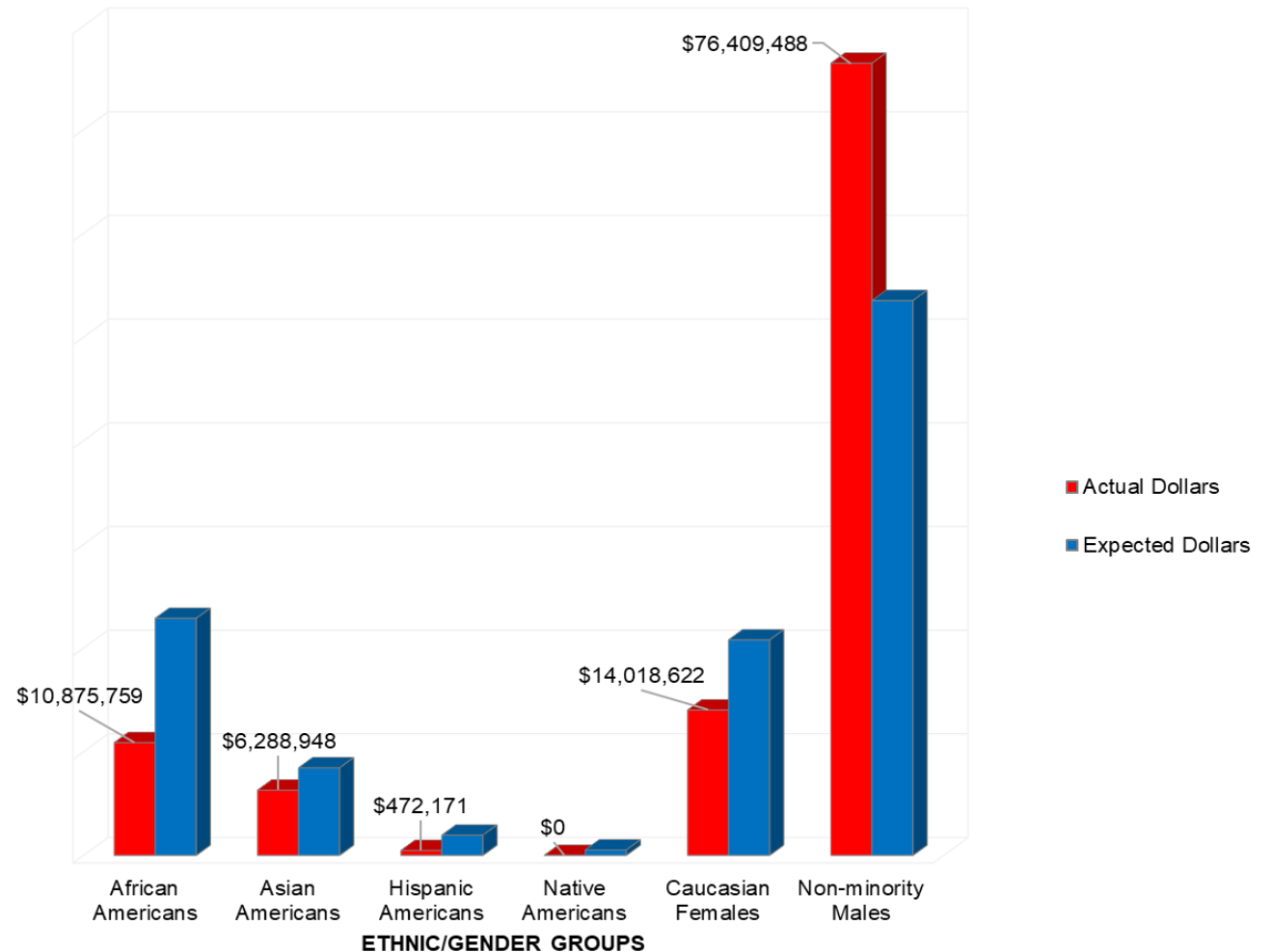
- African Americans: 9.04%
- Asian Americans: 7.26%
- Hispanic Americans: 0.28%
- Native Americans: 0.27 %
- Caucasian Females: 14.16%
- Non-minority Males: 68.99%



Key Findings: Professional Services Subcontracts

Professional Services Subcontract Awards:

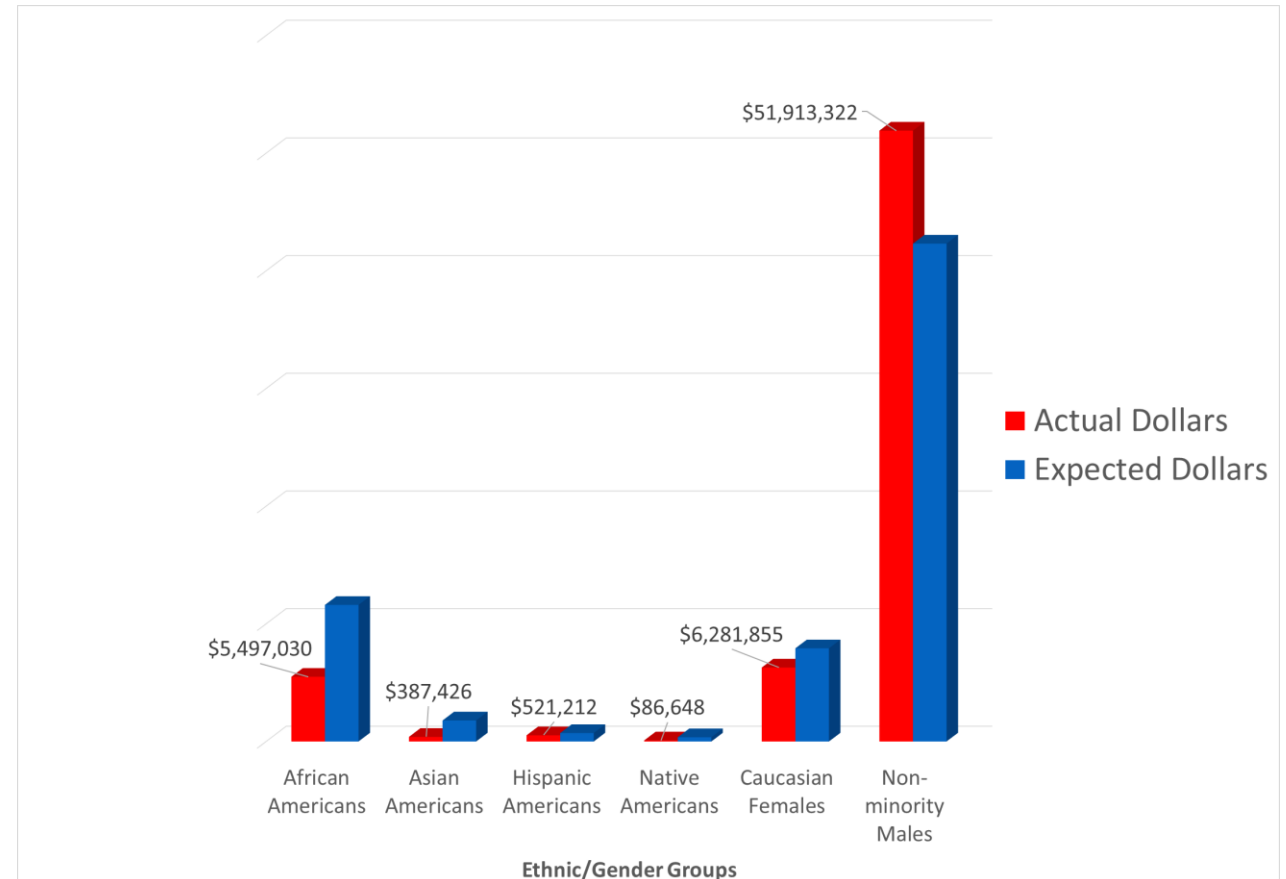
- African Americans: 10.06 %
- Asian Americans: 5.82 %
- Hispanic American: 0.44 %
- Native Americans: 0.00 %
- Caucasian Females: 12.97 %
- Non-minority Males: 70.71 %



Key Findings: Formal Goods and Services Prime Contracts Over \$20,000

All Goods and Services Contract Awards:

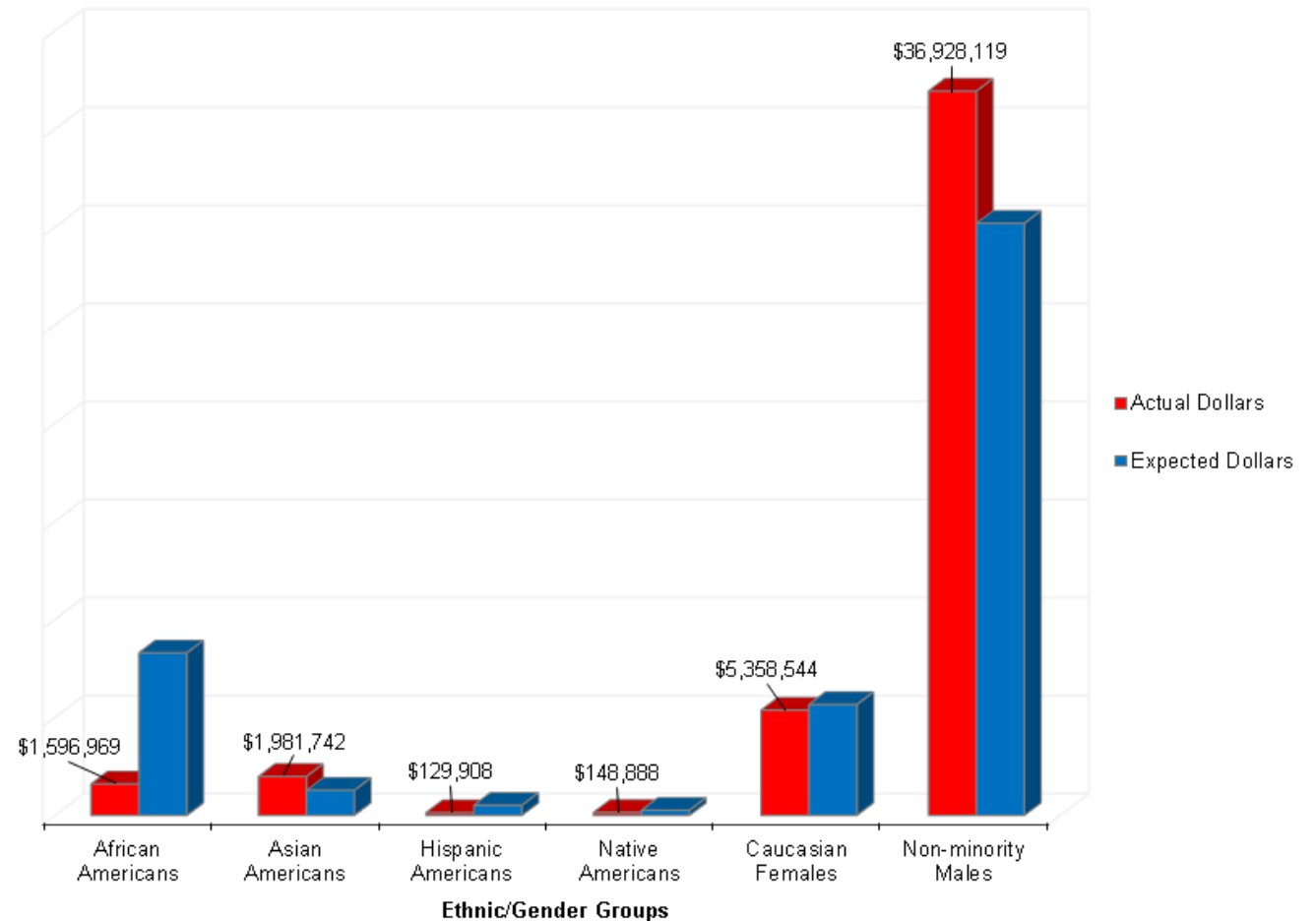
- African Americans: 3.92%
- Asian Americans: 1.25%
- Hispanic Americans: 0.18%
- Native Americans: 0.07%
- Caucasian Females: 6.13%
- Non-minority Males: 88.45%



Key Findings: Informal Goods and Services Prime Contracts \$20,000 and Under

All Informal Goods and Services Contract Awards:

- African Americans: 3.46 %
- Asian Americans: 4.29 %
- Hispanic Americans: 0.28%
- Native Americans: 0.32 %
- Caucasian Females: 11.61 %
- Non-minority Males: 80.03 %



Disparity Study Conclusions

- Disparity documented in the award of construction prime and subcontracts
- Disparity documented in the award of professional service prime and subcontracts
- Race and gender-conscious goals, evaluation points and discounts recommended
- Race and gender-neutral best management practices recommended

MWBE Goals – Limited to Groups with Disparity

Industry	Eligible MBEs	Overall MBE Goal	Overall WBE Goal
Professional Services	African Americans	25%	19%
	Caucasian Females		
	All Minority Females		
Construction	All certified MWBEs except Hispanic Males	19%	11%



Study Recommendations Review Process

Internal and External Stakeholders Consensus Building Background

- July 2019, Columbus City Council accepted disparity study findings
- Office of Diversity and Inclusion instructed to develop an implementation plan to address the documented disparities
- External and internal stakeholder groups rules of engagement established

Components of Engagement Process



Internal Stakeholder Engagement

Development

Finance &
Management

Public Safety

Public Service

Public Utilities

Recreation & Parks

City Attorney

External Stakeholder Engagement

AACG

NAACP

COMTO

NAMCO

ODI Advisory Council

WSBA

NAWBO

Peer City Review

Atlanta

Charlotte

Chicago

Cincinnati

Cleveland

Houston

Pittsburgh

Philadelphia

San Diego

Internal and External Stakeholders Consensus Building

- Each stakeholder group deliberated April to September 2020
 - Recommendations from Disparity Study reviewed and prioritized
 - Peer cities' best management practices incorporated
 - Blueprint for the MWBE program standards drafted



Charting a New Path Forward

Introducing Increase Diversity!



The City of Columbus Increase Diversity Program reflects our commitment to equity in the procurement process, the recognition of the value of a diverse supplier base, and the positive impact supplier diversity has on both City government operations and the greater Columbus community.



The City of Columbus Increase Diversity Program is a comprehensive approach to address disparities in the City's contracting procedures, and to make an affirmative contribution to the growth and development of small, minority and women-owned business enterprises in Central Ohio.

Race and Gender-Neutral Recommendations

- Establish SLBE Sheltered Market Program
- Unbundle large and multi year projects
- Implement small contracts bond waiver standards
- Enhance certification process
- Expand business outreach program
- Monitor subcontract payments and awards

Race and Gender-Conscious Recommendations

- MBE/WBE construction and professional service subcontract goals
- Good Faith Efforts standards as waiver provision
- Professional services incentive credit
- Construction bid discount
- Goods and services bid discount

Next Steps

July 2021

- Seek City Council adoption of revisions to City of Columbus Municipal Code

July - December 2021

- Operationalize the MWBE Program Manual
- Update procurement procedures and solicitation documents to support the manual

October-November 2021

- Conduct City of Columbus staff training

January 2022

- Program effective date

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THANK
YOU

Merci!

¡Gracias!

Спасибо!