

PROCUREMENT & WAREHOUSING SERVICES DEPARTMENT

Disparity Study Procedure and Policy Update April 12, 2016

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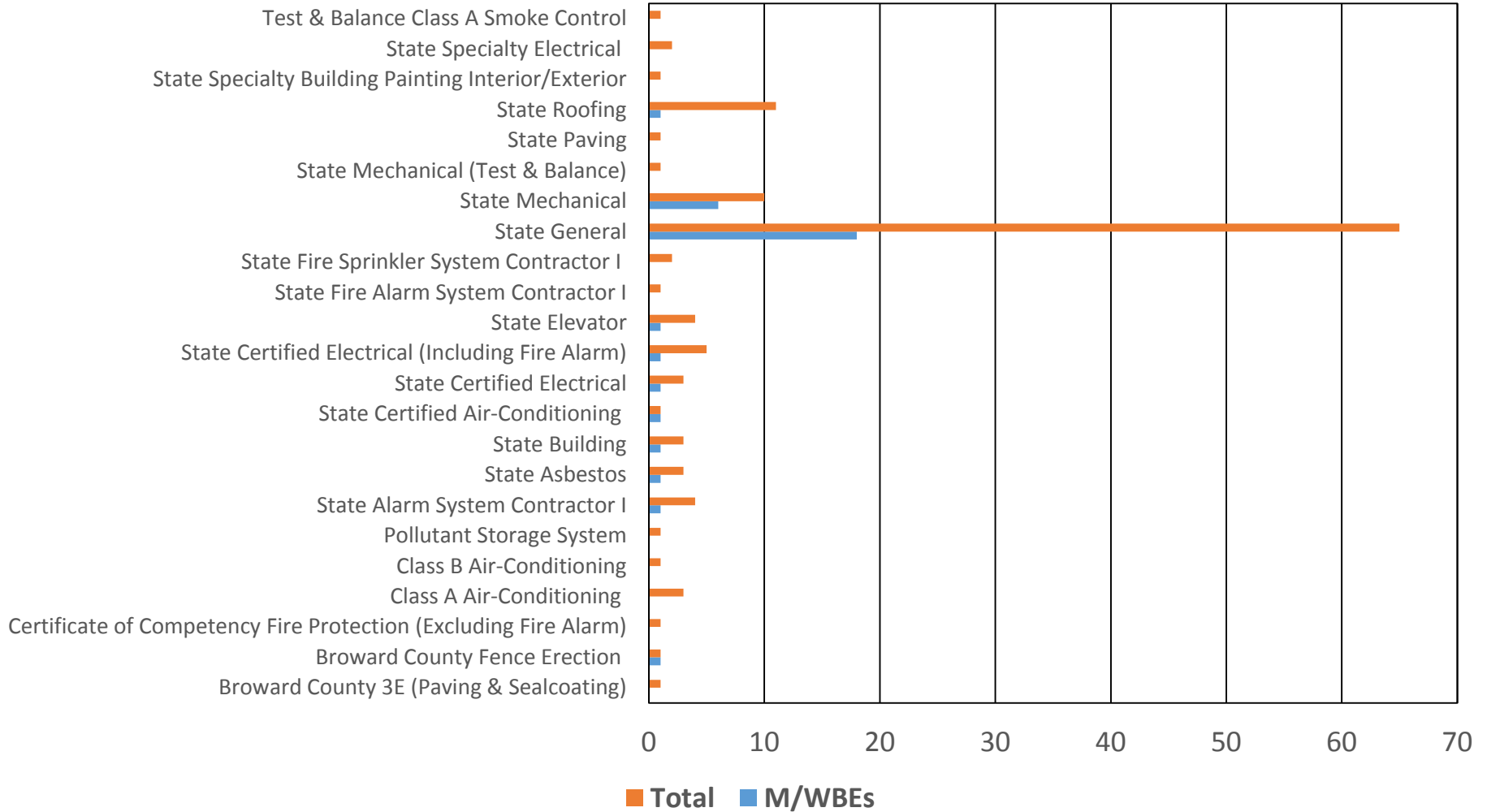
BROWARD COUNTY PUBLIC SCHOOLS

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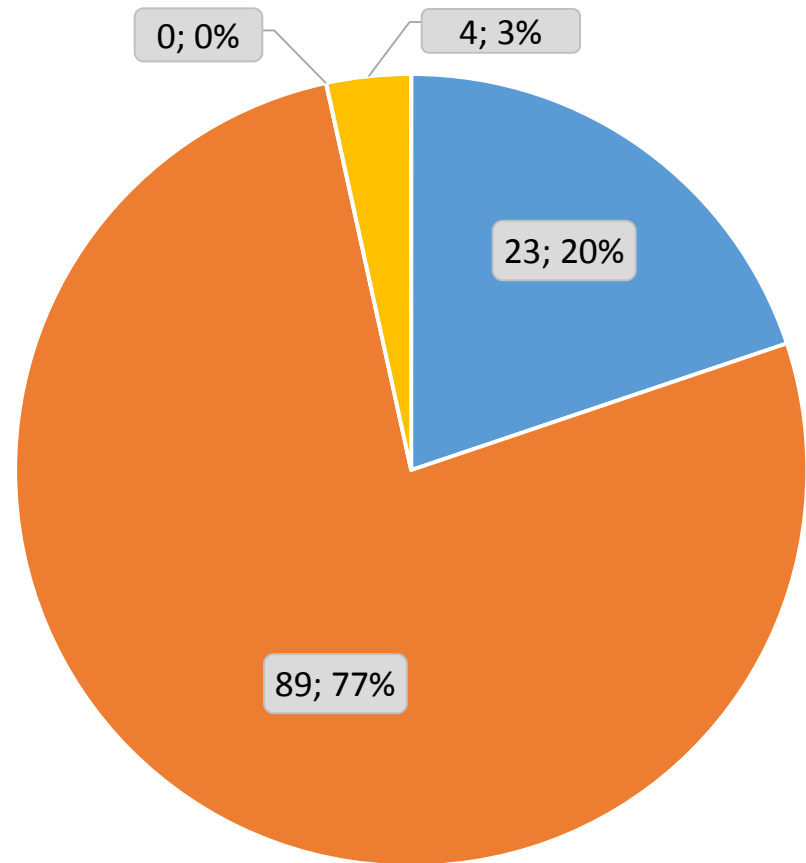


Contractor's License Total versus M/WBEs Fiscal Year-to-Date as of 2-25-2016

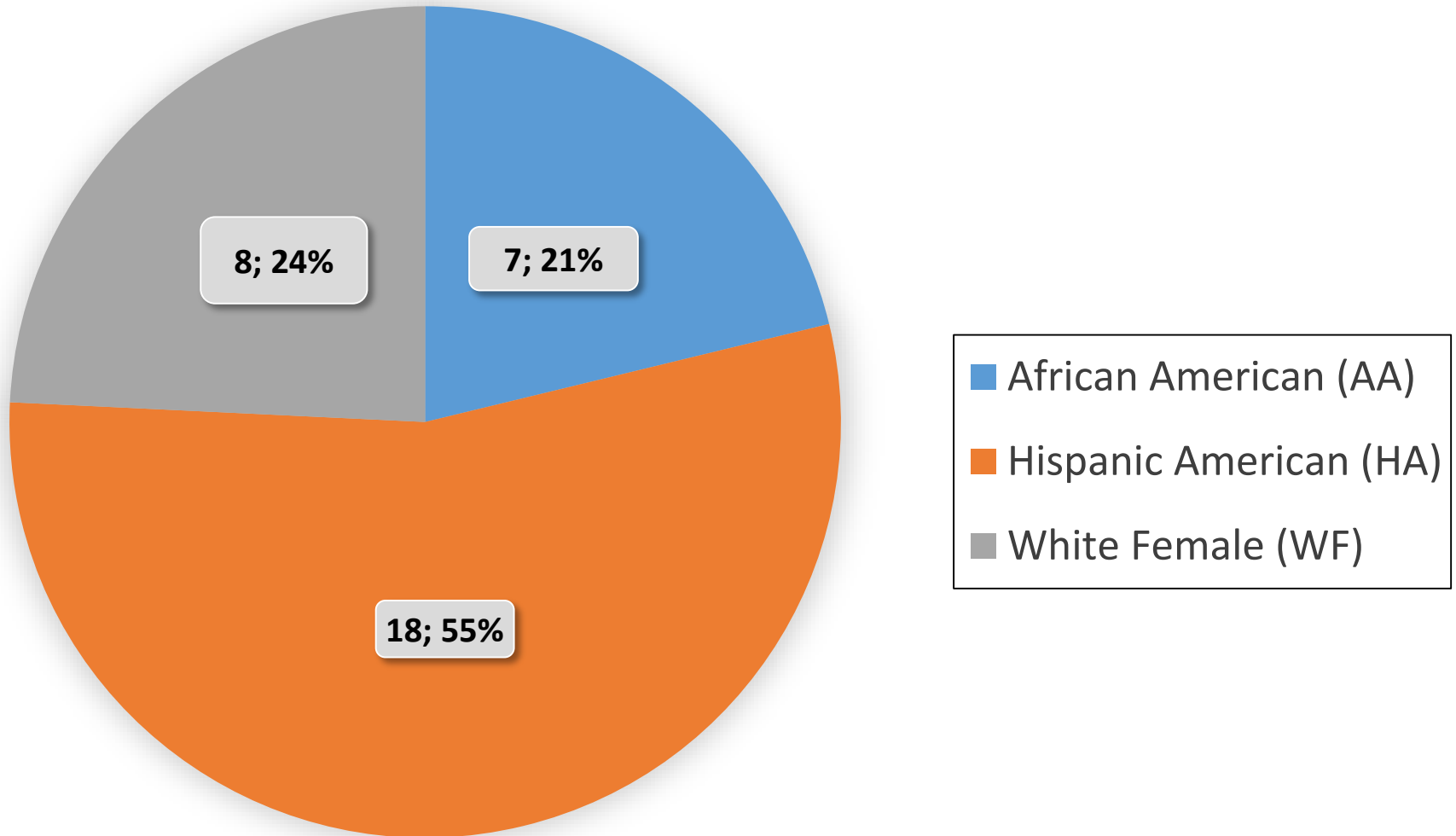


Contractor Pre-Qualification Application Activity Fiscal Year-to-Date as of 2-25-2016

- Certification Applications Approved
- Re-Certification Applications Approved
- Applications Rejected (Did not meet criteria)

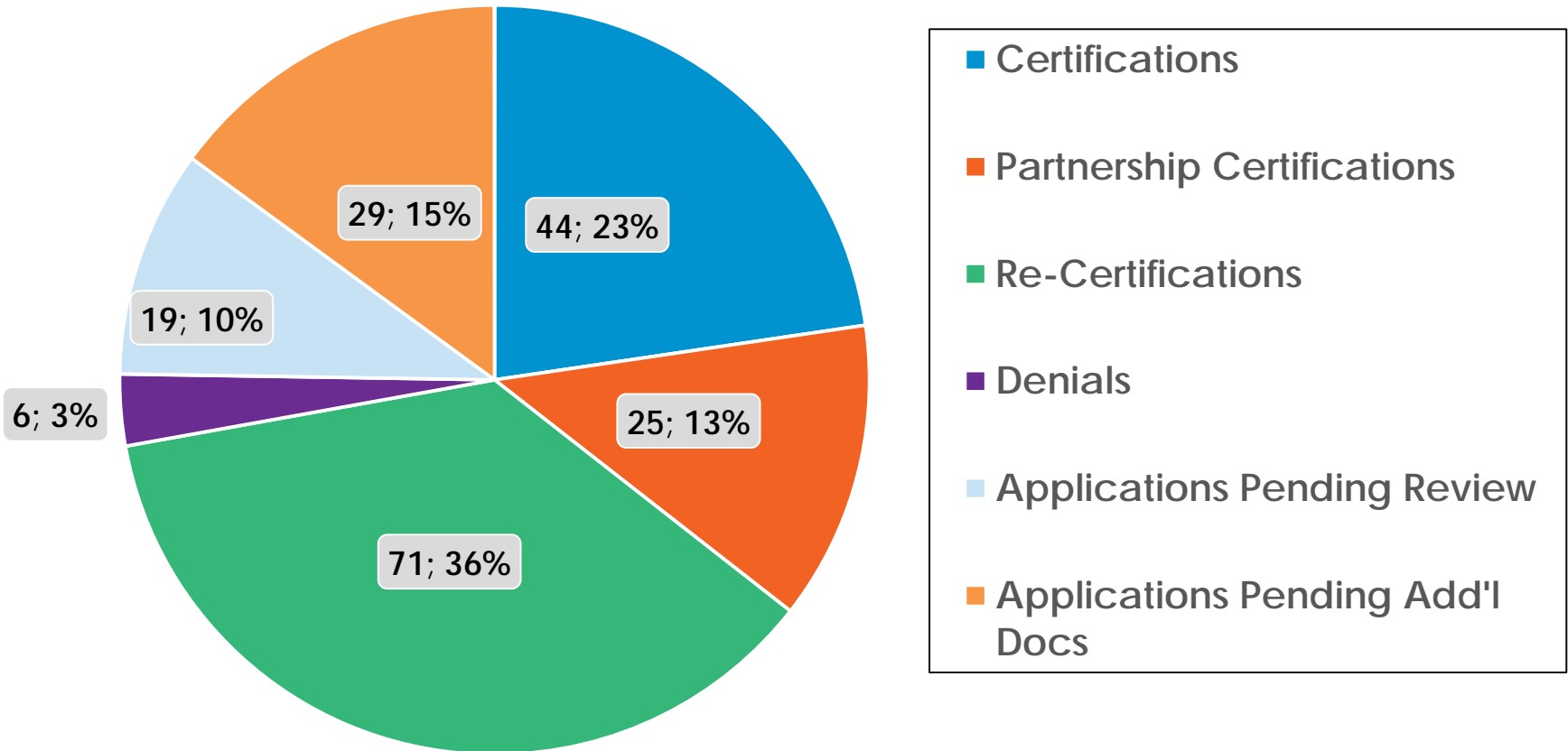


Pre-Qualified Contractors Certified as M/WBE Fiscal Year-to-Date as of 2-25-2016

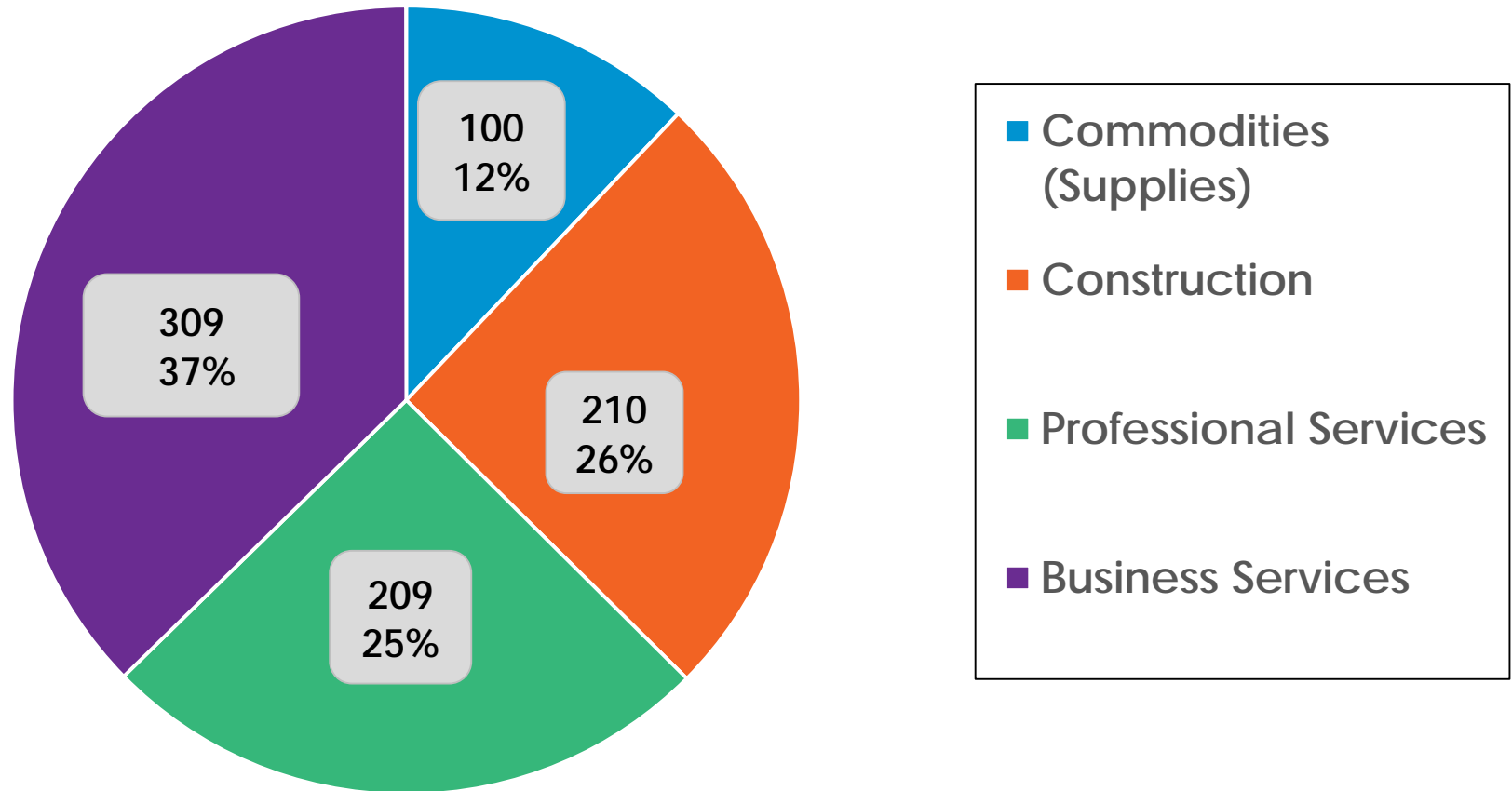


M/WBE Application Activity

Fiscal Year-to-Date as of 2-25-2016

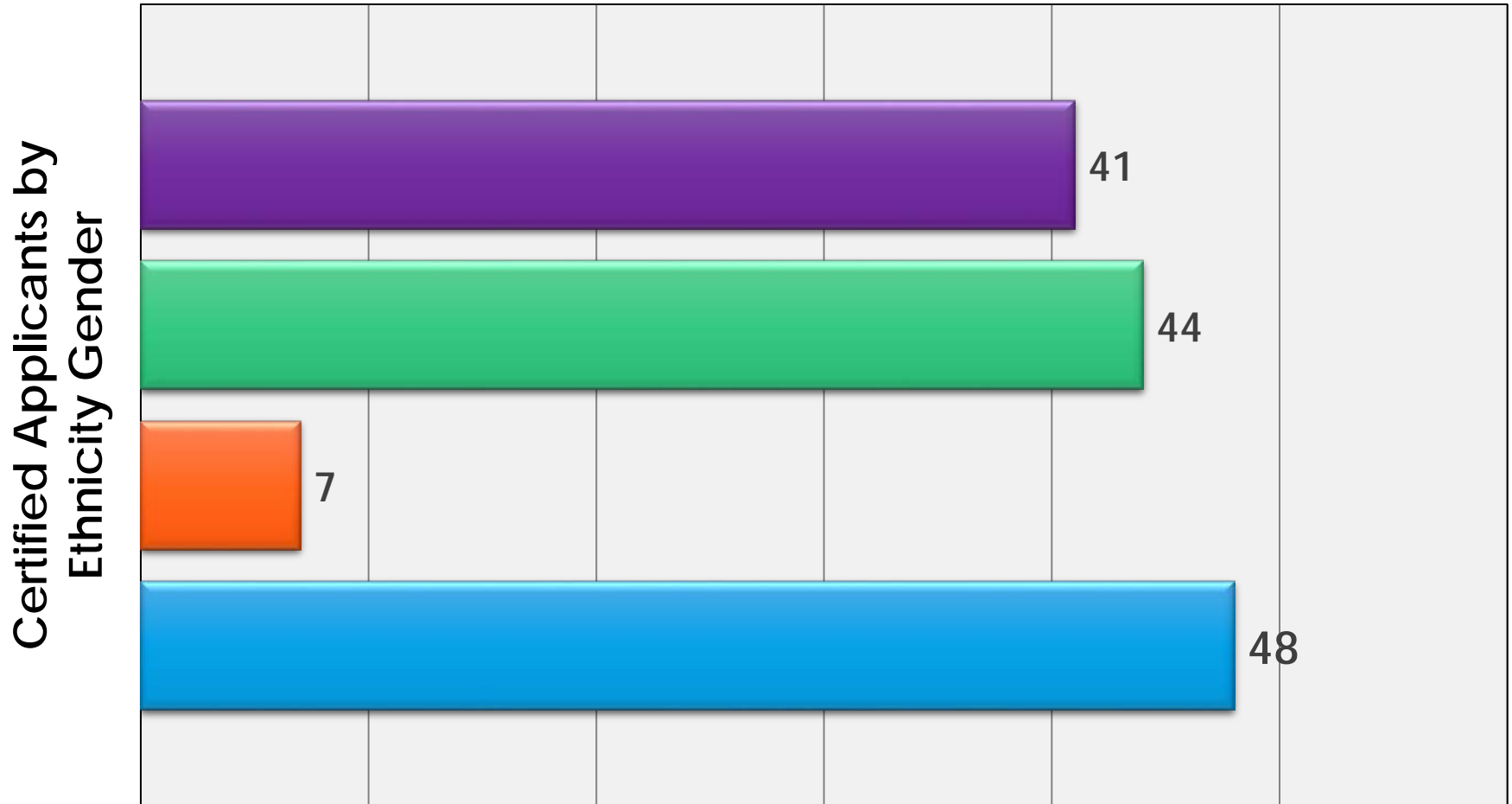


M/WBE Total Year-to-Date Applicants' Business Classification Fiscal Year-to-Date as of 2-25-2016



The School Board of Broward County, FL Certified M/WBE Applicants by Ethnicity/Gender Fiscal Year-to-Date as of 2-25-2016

■ White Female (WF) ■ Hispanic American (HA) ■ Asian American (AAO) ■ African American (AA)

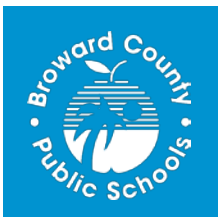


IMPLEMENTATION OF NEW M/WBE PARTICIPATION INCENTIVES FOR CONSTRUCTION PROJECTS

For solicitations where a contract is awarded based on an evaluation criteria, the District shall award a maximum of ten (10) points for fifty percent (50%) M/WBE participation as listed in the Evaluation Point Tables below. At the time the proposal is submitted, the proposer shall identify all M/WBE firms (if any) which will be utilized by using the M/WBE Participation Form and Statement of Intent Form.

Design/Build Services

2 Points For M/WBE Design Builder	
M/WBE Design Builder	2.0 Points
4 Points For M/WBE Subcontractor Participation at the Design Build Team Level Architect and Engineering	
≥ 25%	4.0 Points
≥ 20%	3.0 Points
≥ 15%	2.0 Points
≥ 10%	1.5 Points
≥ 5%	1.0 Points
4 Points For M/WBE Participation at the Subcontractor Level	
≥ 25%	4.0 Points



IMPLEMENTATION OF NEW M/WBE PARTICIPATION INCENTIVES FOR CONSTRUCTION PROJECTS (Continued)

The District shall award a maximum of ten (10) points for M/WBE participation as listed in the Evaluation Point Tables below. At the time the proposal is submitted, the proposer shall identify all M/WBE firms (if any) which will be utilized by using the M/WBE Participation Form and Statement of Intent Form. The Letter of Intent submitted with the proposal reflects the intent of the parties (prime and sub-consultant) to establish a business relationship as well as the type of work and percentage of work that the sub-consultant will perform.

Design Services

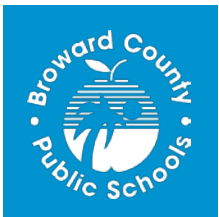
5 Points For M/WBE Designer	
M/WBE Designer	5.0 Points
5 Points For M/WBE Sub-Consultant Participation	
≥ 25%	5.0 Points
≥ 20%	4.0 Points
≥ 15%	3.0 Points
≥ 10%	2.0 Points
≥ 5%	1.0 Points



Outreach Activity

Since October 2014

- **48 Events**
 - Reached 3,885 attendees
- **2 Radio Interviews**
 - Reached over 450,000 listeners
- **6 Advertisements**
 - Five publications (online and print)
 - Print distribution of over 256,300
 - Reached over 1,267,000 readers



Prime Outreach



HEDRICK BROTHERS
CONSTRUCTION



OHL

Building



**BUILD IN
GOOD COMPANY.**



Supplier Diversity & Outreach Program Advisory Committee

SDOP ADVISORY COMMITTEE APPOINTEES

Carlton Crawl

Henry Graham, Vice Chair

Rafael Gonzalez

Dodie Keith-Lazowick, Chair

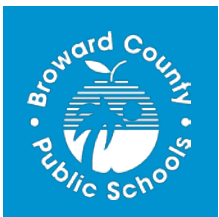
VACANCIES = 5



Disparity Study Overview

The Disparity Study Final Report and Recommendations was presented on October 27, 2015, to the School Board. The Study was formally accepted by the Board.

- The Study period covered fiscal years July 1, 2008, through June 30, 2013
- The categories included construction, professional services, contractual services, and commodities
- The Study Outlined Race- and Gender-Conscious, Race- and Gender-Neutral Administrative Recommendations

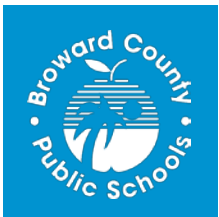


Disparity Study Overview

(Continued)

Developed Disparity Study Implementation Plan

- Communication Plan
- Meeting Logistics
- Engagement of Stakeholders (External and Internal)
- Third-Party Support Model
- Prioritize Recommendations and Policy Refresh
- Systems and Technology Tools
- Training
- Presentation to the Board



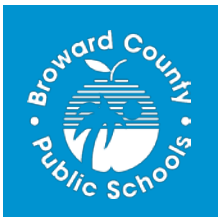
Disparity Study Work Group

- Organized a Disparity Study Work Group of external stakeholders and key District staff
 - Brian Johnson, Chair
 - Dodie Keith-Lazowick, Vice Chair
- Primary purpose is to review recommendations of Disparity Study and provide feedback on procedural and policy changes



Policy Deliberation Phase

**Prescribes Effective Remedies for
Identified Barriers to
Minority/Women Business
Enterprise (M/WBE) Participation**



Policy Deliberation Phase

(Continued)

Policy Option Matrix

- Identifies appropriate policy “remedies” for addressing barriers identified in Disparity Study
 - Race- and gender-neutral remedies
 - Race- and gender-conscious remedies
- Policy options that are legally defensible
- Policy options that are effective/best practices

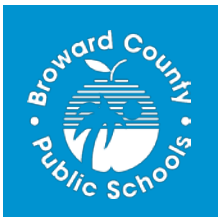


Policy Deliberation Phase

(Continued)

Policy Option Matrix

- Describes the features of each proposed policy option
- Cites relevant findings and “diagnoses” from Disparity Study that supports consideration of proposed policy option
- Summarizes key pros and cons for each proposed policy option remedy



Policy Deliberation Phase

(Continued)

Finding the Right Prescription:

- ✓ The District's Medical Kit for Economic Inclusion...

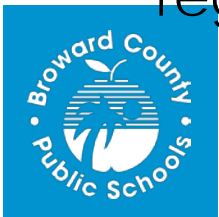


Policy Deliberation Phase

Treatment Options for Economic Disparity

Race-Neutral versus Race-Conscious Remedies

- Industry-specific
 - **Construction** (Completed April 1, 2016)
 - Professional Services
 - Other Services
 - Commodities
- Non-industry specific: Bid-debriefings, financing, technical assistance, commercial non-discrimination policy, de-bundling, specification review, centralized bidder registration system

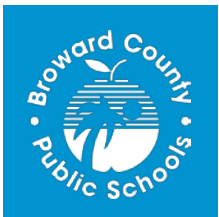


Policy Deliberation Phase

Treatment Options for Economic Disparity (Continued)

Examples of Race-Neutral Remedies

- Small Business Enterprise (SBE) Prime Contract Program
- SBE Subcontracting Program
- HUBZone Program
- Bonding Assistance
- SBE Mentor-Protégé Program



Policy Deliberation Phase

Treatment Options for Economic Disparity (Continued)

Examples of Race-Conscious Remedies

- Annual M/WBE Aspirational Goals
- M/WBE Joint Venture Incentives
- M/WBE Weighted Contract-Specific Subcontracting Goals
- M/WBE Mentor-Protégé Program
- Minority Inclusion Language in RFPs/Evaluation Preferences



Policy Deliberation Phase

Treatment Options for Economic Disparity (Continued)

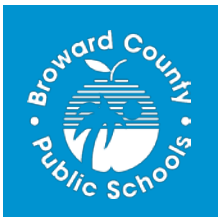
Examples of Non-Industry-Specific Administrative Reforms

- Commercial Non-Discrimination Policy
- Bid De-briefings
- De-bundling of Contracts
- Centralized Bidder Registration System



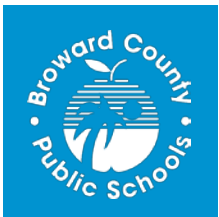
Remaining Steps for a New Program

- Drafting of Policy Option Matrix by Legal Consultant (Franklin Lee, Esq.)
- Feedback from District staff, Disparity Study Work Group, and other Stakeholders on Draft Policy Option Matrices for Professional Services, Commodities, and Other Services Industries (April 2016)
- Revision of Policy Option Matrix Based Upon Stakeholder Feedback (May 2016)



Remaining Steps for a New Program (Continued)

- Presentation of Revised Policy Option Matrix to the Board (May 2016)
- Board Approval of Revised Policy Option Matrix (May 24, 2016)
- Draft amendments to SDOP and the District's Purchasing and Administrative Procedures based upon Program Elements Outlined in Revised Policy Option Matrix (Franklin Lee, Esq.) (June 2016)



Remaining Steps for a New Program (Continued)

Timeline for Completion

- Public Comment/Revision Period, School Board Presentation of Revised Policy Option Matrix (May 24, 2016)
- Draft Amendments and Feedback regarding Small/Local/Minority/Women Business Enterprise (SLMWBE) Policy (June 28, 2016)
- Final Board approval of amended contracting and procurement procedures (July 2016)



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