

CITY OF TOLEDO, OHIO

2021 Disparity Study

Disparity Study
City Council Presentation
November 10, 2020



Griffin &
Strong P.C.

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ABOUT GRIFFIN & STRONG, P.C.

Firm Specializes in
disparity research,
contract compliance,
program
development,
training & supplier
diversity consulting:



The most
qualified team in
the industry:

- 4 Juris Doctors
- 2 PhD Economists
- PhD Anthropologist
- All with expertise in
disparity research.



No study conducted
by Griffin & Strong,
P.C. has ever been
challenged or
overturned in court.

IN GOOD HANDS

Project Executive, Rodney K. Strong has **unmatched expertise**, serving as Director of the City of Atlanta's Department of Contract Compliance and as **principal architect** of the City of Atlanta's distinguished MBE contracting program.

Principal Researcher, Dr. Vince Eagan is one of the **foremost experts** nationwide, conducting **over 120 studies** & successfully defending **6 studies** as expert witness.



ATTORNEYS AND PUBLIC POLICY CONSULTANTS

PROJECT APPROACH



WHAT IS A DISPARITY STUDY?

A disparity study is an objective research tool that determines whether a governmental agency has actively or passively discriminated against certain groups due to their race or gender.

Discrimination, which may be the current effects of past discrimination, is determined through quantitative (statistical) and qualitative (anecdotal) evidence, as well as an examination of current policies and procedures. The findings of the disparity study will result in recommendations by the study team to remedy any discrimination or disparities found. The recommendations, if accepted, are intended to be implemented as policy.

WHY DO WE DO DISPARITY STUDIES?

Disparity Studies Form the Factual Basis for Remedial Programs

City of Richmond v. J.A. Croson Co.,
488 U.S. 469 (1989) &
Adarand Constructors, Inc. v. Peña.
515 U.S. 200 (1995)

- Strict Scrutiny for race and gender-based programs
- (Intermediate for gender-based programs)
- Must have a factual predicate
- Methodology dictated by Case Law
- Must have narrowly-tailored remedy (to avoid over- or under-inclusion)



OUR PROCESS

PRIVATE SECTOR ANALYSIS

Determines whether race, ethnicity or gender status has affected the utilization of firms owned by members of these groups in both the public and private sector; includes evaluation of disparities in:

- Self-employment disparities
- Building permit data
- Construction market disparities
- Credit markets



The Private Sector can utilize the City's availability data to identify firms for outreach and solicitation.

Informational Meeting

- Designed to bring **awareness** to study and educate on study process

Anecdotal Interviews

- Thirty (30) in- depth 1 on 1 **interviews** with business owners for the study

Survey of Business Owners

- Telephone Survey to gather both quantitative and qualitative **feedback**

Public Hearings

- Two (2) strategically placed engagements across the state to gather **public testimony** on record

Focus Group

- Two (2) Small group meetings by business owners selected by random sample

Organizational Meetings

- We will **identify** and **engage** all relevant stakeholders (including Civic, Social and Industry Groups)

Email/Social Media Comments & Dedicated Website

- Ensures that **everyone** has an opportunity to be heard

Formal Complaints

- Review of formal complaints in the form of bid protests, or other administrative or legal proceedings

VIRTUAL COMMUNITY ENGAGEMENT

PROJECT DELIVERABLES

GSPC's program development, management, and implementation expertise sets us apart.

Findings & Recommendations

- Summarized with Executive Summary
- Review of Efficacy and Identification of Race/Gender Neutral and Race/Gender Conscious remedies
- Recommendations informed by findings of the study and tied to findings to guide narrow tailoring (no generic recommendations)
- Both Best Practices and Innovative Approaches for Race/Gender Neutral or Race/Gender Conscious Remedies.

PROJECT TIMELINE

Notice to Proceed – December 1, 2020

Draft Report – November 19, 2021

Final Report – December 20, 2021

Presentation – January 31, 2022

Winter, 2020

Data Assessment

Legal Review

Informational Meetings

Launch Website

Spring, 2021

Policies and Procedures Review

Data Collection

Summer, 2021

Survey of Business Owners

Preparation of Databases

Anecdotal Evidence

Fall, 2021

Private Sector Analysis

Statistical Disparity Analysis.

Study Findings/ Recommendations

Draft Study Report/Final Study Report and Presentation

Winter 2021

Study Findings/ Recommendations

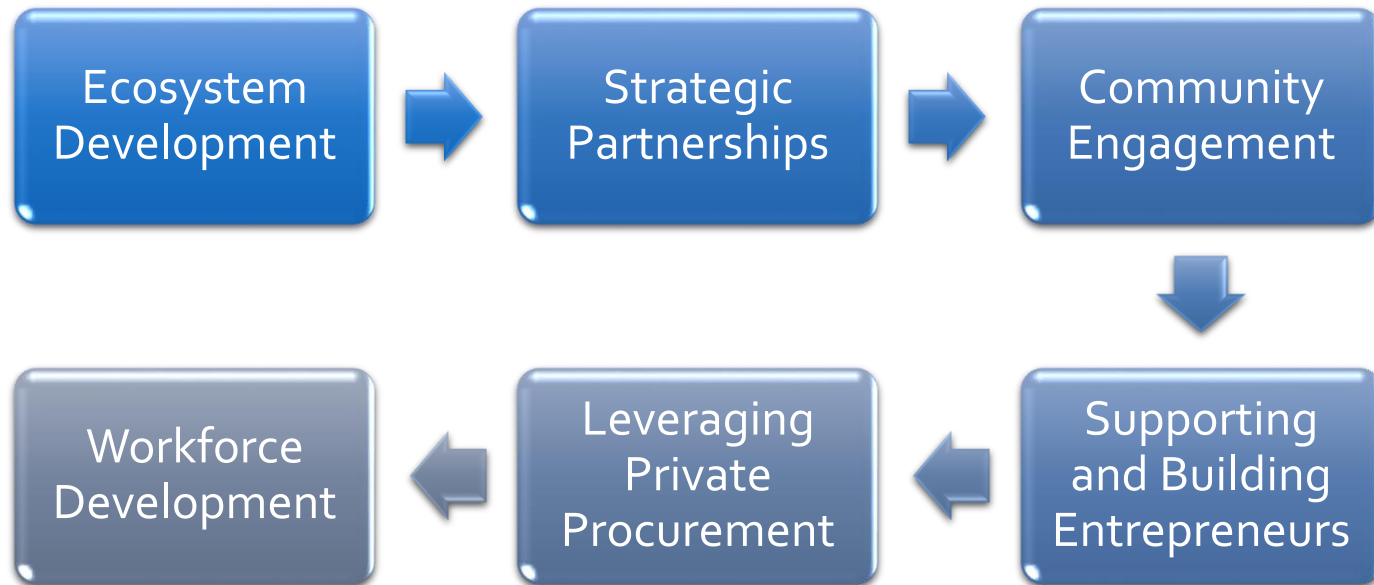
Draft Study Report/Final Study Report and Presentation

WE CAN HELP YOU

Specifically based on the Study Findings, we can help you to:

- Develop solid policies to implement effective program elements
- Provide tools for MWDBEs to bid as prime contractors
- Improve data systems
- Give you useable data
- Advise you on the nuances of operating remedial programs
- Distinguish non-discrimination policy from preference programs
- Advise you on develop partnerships with local anchor institutions and consolidate with other programs

STRATEGIES TO PROMOTE EQUITABLE COMMUNITY ECONOMIC DEVELOPMENT





@GriffinStrong

FIND US ON THE WEB AT
WWW.GSPCLAW.COM