



June 25, 2024

Disparity Study Implementation Update

Department of Diversity, Equity, and Inclusion

Background

- Toledo's first disparity study was conducted by Griffin and Strong and completed in 2022
- Study results were presented to City Council Committee of the Whole October 18, 2022
- City engaged with Griffin and Strong to complete program implementation plan based on recommendations

About the Study

- Study covered firms in Toledo, Ohio Market Area (counties of Fulton, Lucas, Ottawa, and Wood) over 2016 - 2020 (5 years)
- An analysis found that disparities by race, ethnicity, or gender of firm owners remained after controlling for capacity and other factors. Anecdotal findings supported this analysis.
- Twelve recommendations were made for utilizing some race and gender-conscious program elements in addition to race and gender neutral efforts, such as monitoring prevailing wage.

Implementation Strategies

1. Contract by Contract Goals
2. Certification Process
3. Bonding Waivers
4. Streamlined Documentation Submission
5. Contract Compliance
6. Purchasing Forecasts
7. Support Services & Capacity-Building
8. Review and Reporting

Contract by Contract Goals

1. Calculation is determined based on **specific scopes of services** for each project and **availability data** collected by Griffin & Strong of certified M/WBEs in the Toledo Market Area
2. Local preference applied as outlined in TMC 187.34 to certified City of Toledo SBE subcontractors

Small Business Program

- Race and Gender Neutral
- Companies will **need to be certified with DEI**
- Eligibility: Contracts \$10,000- \$75,000
- Local preference will be applied as outlined in TMC 187.34

Small Business Program

- Qualifications for the Small Business Program are based off of the SBA definition and the size standards adjusted to **support and promote small businesses** identified within our Toledo market area:
 - Company or office located within our Toledo Market Area
 - Less than \$2m annual revenue
 - Owners' adjusted gross income does not exceed \$250,000

Certification Process

1. Combining MBE, WBE, and SBE into one application for certification
2. Certification available to firms with a location in Toledo Market Area
3. Reciprocal with other similar certifications
4. Reviewing current MBE and WBE firms for inclusion in the SBE program
5. Will only need to recertify every three years

Recommendation Streamline the Certification Process & Initiate a Campaign for MWBE Firms to Certify | **Departments** DEI

Bonding Waivers

1. Amendment to Chapter 187 to allow waivers
2. Bid bonds reduced and surety bonds waived or reduced at the discretion of the Commissioner of Purchases and Supplies in Small Business Program
3. Requirement: performance and payment bonds to further protect payment to the subcontractors

Recommendation Allow Bonding Waivers | **Departments** Finance

Small Project Bids

Documents to Submit

Once

- Vendor Registration/W-9
- Business Taxation Registration
- Vendor Utility
- Child Support Affidavit

Annually

- EEO Compliance
- Title 49 Certification
- Living Wage
- Procedures and Guidelines for MBE (Good Faith Effort)*

Per Bid

- Primary/Subcontractor Agreement Certification
- Acknowledgement & Acceptance of Terms and Conditions

Recommendation Streamline PlanetBids and Small Project Bid Documents | **Departments** Finance, DEI, Law

Contract Compliance

1. Finalize selection of Compliance Software
2. Monitor compliance with MWBE goals set by the project
3. Monitor Prompt Payment
4. Monitor prevailing wage compliance

Purchasing Forecasts

1. Forthcoming: Dashboard on the website
2. In conjunction with our annual budget forecast of bidding opportunities will be released in October and updated as unexpected and/or additional opportunities arise.
3. Allows contractors to prepare in advance of RFPs being released

Recommendation Forecasting, Outreach, and Supportive Services | **Departments** Contracting Department, Finance, DEI

Supportive Services & Capacity-Building

1. Working with partners for small businesses to obtain assistance
2. Outreach to MBE, WBE, & SBE in partnership with City of Toledo Economic Development
3. Capacity-Building & Business Inclusion Strategies

Recommendation Forecasting, Outreach, and Supportive Services | **Departments** DEI, Finance, Community Partners

Enhanced Outreach

1. City received a **\$15,000 grant from the National League of Cities** for:
 - Production of a video on bidding, procurement, and certification processes with the city
 - Educational materials for potential contractors
 - Outreach Events

Reviewing & Reporting

- Reporting will be done on a quarterly and annual basis
- An annual review will be completed
- In 2027 the city will repeat the study
- Transparency dashboard will be updated periodically



Thank you.

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