



# Equity in Contracting

City of Tacoma | Community & Economic Development

Economic Development Committee  
April 22, 2025



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## AGENDA



- Background
- 2024 Program Outcomes
- Disparity Study Recommendation Implementation
- 2025 Priorities
- Next Steps

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## EQUITY IN CONTRACTING (2019)

- EIC Ordinance approved in November 2019
- Replaced Small Business Enterprise Program in TMC 1.07
- Created race/gender conscious tools

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## 2024 PROGRAM OUTCOMES

Utilization Rates by EIC Certification and Year

EIC Certification	2020	2021	2022	2023	2024
MBE	4%	10%	8%	11%	
WBE	7%	5%	8%	6%	
SBE/DBE	23%	18%	9%	6%	

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## 2024 PROGRAM OUTCOMES

**Result:**

- 54% (+34) increase in the number of awards
- 7% (\$436k) increase in amounts awarded to small, minority, and woman-owned businesses

Year	# Awards to Certified Firms	Total Contract Amount Awarded to Certified Firms
2020	22	\$5,581,227
2021	35	\$9,446,155
2022	34	\$6,350,081
2023	62	\$5,466,278
2024	96	\$5,902,752

\$1.9 million to Tacoma’s small, minority, and women-owned businesses

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## 2024 PROGRAM OUTCOMES

Number of Awards

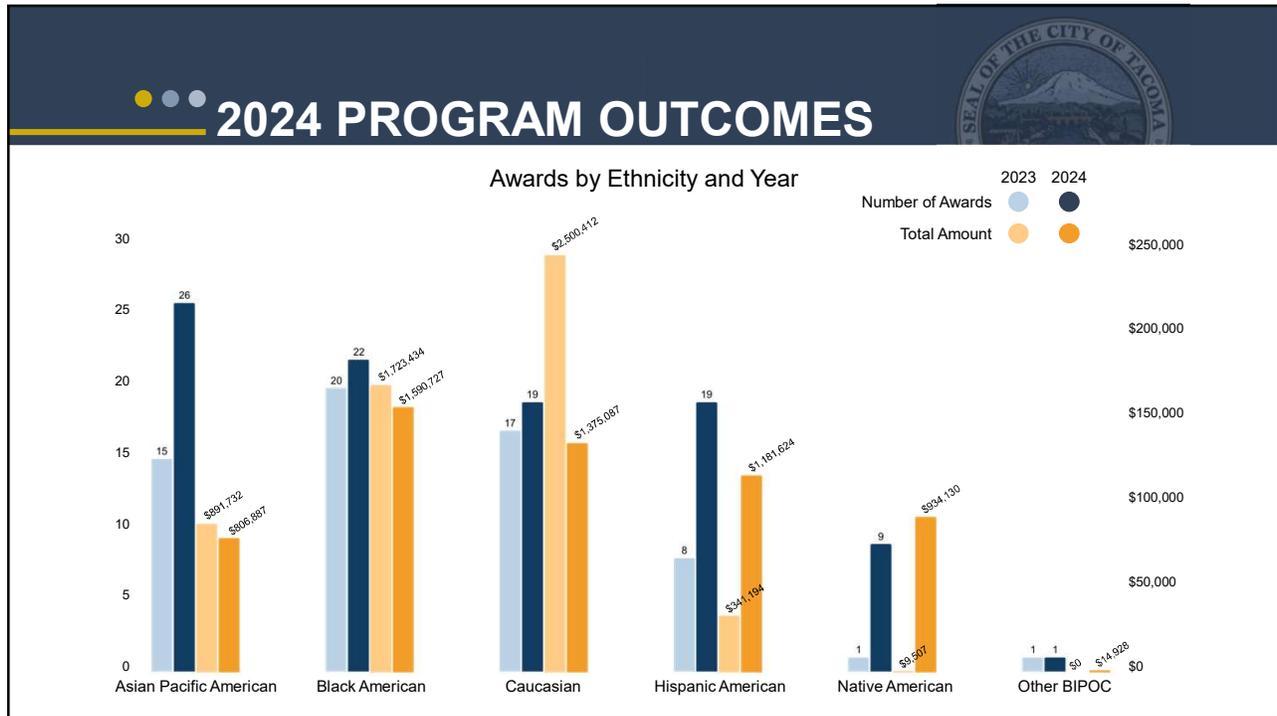
Ethnicity	2023	2024
Asian-Pacific American	15	26
Black American	20	22
Caucasian	17	19
Hispanic American	8	19
Native American	1	9
Other Minority	1	1
<b>Grand Total</b>	<b>62</b>	<b>96</b>

Total Amount

Ethnicity	2023	2024
Asian-Pacific American	\$891,731.54	\$806,887.03
Black American	\$1,723,434.19	\$1,590,726.76
Caucasian	\$2,500,411.89	\$1,375,087.32
Hispanic American	\$341,194.15	\$1,181,623.58
Native American	\$9,506.58	\$934,129.71
Other Minority	\$0.00	\$14,297.50
<b>Grand Total</b>	<b>\$5,466,278.35</b>	<b>\$5,902,751.90</b>

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**2024 EFFORTS**

- Hired Contract & Program Auditor with Outreach and Business Development focus
  - 50% increase in # of workshops
  - 50% increase in # of attendees at workshops
  - Increase collaboration with social-affinity groups
- Published Program Regulations
- Completed second-generation disparity study
- Tacoma Anchor Network Data Collection Project

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## DISPARITY STUDY



- Second-generation study
- Reviewed City contracting data from 2017-2022
  - Goods
  - Services
  - Public Work & Improvement
  - Architecture & Engineering (A&E)
- Presented City with 8 recommendations

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## 2024 RECOMMENDATIONS



1. Refine overall aspirational MBE/WBE goals
2. Continue contract goals and expand to professional services
3. Implement SBE evaluation and price preferences
4. Further develop a small contracts program
5. Perform additional outreach and relationship building
6. Participate in MBE/WBE/SBE capacity building
7. Consider other steps to encourage small business utilization
8. Allocate sufficient resources for program success

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## 2025 PLANNED ACTIONS



RECOMMENDATION	ACTION
Refine overall aspirational MBE/WBE goal	Update Program Regulations
Continue contract goals	MBE/WBE eligibility (training for OMWBE certification) Expansion of geographic area
Further develop a small contracts program	Unbundling contracts Further promote EIC Delegated Authority
Perform additional outreach and relationship building	Additional outreach (specific to Project Forecast List) Partner with WA State Labor & Industries
Participate in MBE/WBE/SBE capacity building	Promote working capital or other loan programs Participate in regional programs

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## 2025 PRIORITIES



- Internal Efforts
  - Implement disparity study recommendations
  - Improve compliance reporting and develop dashboards
- External Efforts
  - Collaboration with Anchor Network partners on local, inclusive procurement
  - Increase engagement with community and external stakeholders
  - Expand networks with social-affinity groups
  - Implement outreach strategies
    - Prime and Subcontractor Meet & Greet Opportunities
    - Roundtable discussions with small, minority, and women-owned firms
    - Partner with other agencies to expand services and technical assistance

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## NEXT STEPS



- Implement disparity study recommendations
- Data and compliance reporting
- Program Development
  - Increase engagement with EIC Advisory Committee
  - Expand outreach and engagement efforts

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