



Equity in Contracting

City of Tacoma | Community & Economic Development Department

Study Session
4.13.2021



AGENDA



- Background Review
- Key Performance Indicators
- Advisory Committee
- Next Steps

BACKGROUND



- 1998 WA State Initiative - 200
- 2018 Disparity Study
- 2019 Community Workforce Agreement (CWA) Task Force
- 2019 Equity in Contracting (EIC) Policy *TMC 1.06*
- 2020 EIC Implementation

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INITIATIVE – 200 (1998)



- 3 Step Process for Race/Gender Conscious Programs
 1. Prove You Have Disparity
 2. Attempt to Fix in Neutral Way
 3. If Step Fails, Apply Narrowly Tailored Remedies

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DISPARITY STUDY (2018)



- Griffin & Strong awarded contract in August, 2017
- Studied data from 2012 – 2016
- Published Study in October, 2018

	Construction	A&E	Services	Goods
Availability	15.63	38.25	24.79	10.27
Prime Utilization	6.45	10.48	2.07	6.45
Disparity	9.18	27.77	22.72	3.82

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CWA TASKFORCE (2019)



- Examined feasibility of Community Workforce Agreement and race/gender conscious program options
- Affirmed all findings and recommendations from Disparity Study

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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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• • • EIC IMPLEMENTATION (2020)



- From March 2020 – present, the EIC office placed three separate requirements on Public Works contracts:
 - Minority Business Enterprise (MBE)
 - Women Business Enterprise (WBE)
 - Small Business Enterprise (SBE)
 - Includes Disadvantaged Business Enterprises (DBE)

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KEY PERFORMANCE



- MBE Utilization Rate
 - 7% (Up from 5% during Disparity Study Period)
- WBE Utilization Rate
 - 7% (Up from 2% during Disparity Study Period)
- SBE/DBE Utilization Rate
 - 26% (No previous baseline data)

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ESTABLISH ADVISORY COMMITTEE



- An Advisory Committee to monitor compliance is authorized by TMC 1.07.090A
- Program recommendation of 15 Members
 - 7 for Contractor Positions by type
 - 1 for each Council District (5 total)
 - 3 recommended by Utility Board from TPU Service Area

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ESTABLISH ADVISORY COMMITTEE



- Contractor Positions:
 - MBE
 - WBE
 - SBE
 - DBE
 - Large Prime
 - Union Signatory Firm
 - Open-Shop Firm

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NEXT STEPS



- Council consideration of resolution to create EIC Advisory Committee – Q2

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