

# Minority and Woman-owned Business Enterprise (M/WBE) Disparity Study

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ACEC Meeting

July 20, 2022



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# Background

- First Disparity Study approved 2009
- Second Disparity Study approved February 2016
- SMWVB Enterprise Program approved September 2016
- Implemented January 1, 2017
- Most recent study: Colette Holt & Associates
- Nationally-recognized consultant and expert witness

# What is a Disparity Study?

- **Utilization**
- **Availability**
- **Disparity**



# Why Do We Need a Disparity Study?

- **An M/WBE Program needs to be:**
  - “Narrowly-tailored” for legal defensibility.
- **How do we get a narrowly-tailored program?**
  - Through the data found in the disparity study.



# What does the Disparity Study Tell Us?

- M/WBE utilization during the study period has been “exemplary.”
- The Data supports continuing the SMWVB Program.
- Our goals need updating.
- Our Market Area has shifted.

# M/WBE Utilization and Availability 2017-2019

## Utilization\*

NAICS	Black	Hispanic	Asian	Native American	MBE	White Women	M/WBE	Non-M/WBE	Total
Total	0.4%	27.2%	2.0%	0.0%	29.6%	5.3%	34.8%	65.2%	100.0%

\*SAWS Contract Payments

## Availability\*\*

Black	Hispanic	Asian	Native American	MBE	White Women	M/WBE	Non-M/WBE	Total
0.97%	9.32%	1.14%	0.23%	11.65%	8.73%	20.38%	79.62%	100.0%

\*\*MWBEs in Local Area that provide SAWS-specific goods or services.

# Disparity Ratios

	Black	Hispanic	Asian	Native American	MBE	White Woman	M/WBE
Disparity Ratio	40.3%	291.5%	174.2%	7.2%	253.7%	60.7%	171.0%



# Goals

## Current Aspirational Goals:

Heavy Civil Construction	Engineering and Professional Services	Purchasing (Goods and General Services)
20%	40%	19%

## Study Findings:

- Overall/Organizational 20.4% M/WBE Goal
- Contract-by-Contract goal setting



# Market Area

- 75.6% of Final Contract Data File expenditures:
  - Bexar County: 53%
  - Comal County: 7%
  - Guadalupe County: 3%
  - Travis County: 3%
  - Williamson County: 1%
  - Hays County: 0.9%
- These six counties were determined to be the geographic market for SAWWS
- Analysis was limited to firms in these counties

# Study Recommendations

- Augment Race- and Gender-Neutral Measures
- Continue to Implement Narrowly Tailored Race- and Gender-Conscious Measures
- Develop Performance Measures for Program Success
- Continue to Conduct Regular Program Reviews

# Next Steps

- The sunset date of the current policy: December 31, 2022.
- Hire SMWB consultant.
- Implement Updated Policy January 1, 2023.
- Policy update input is welcome.

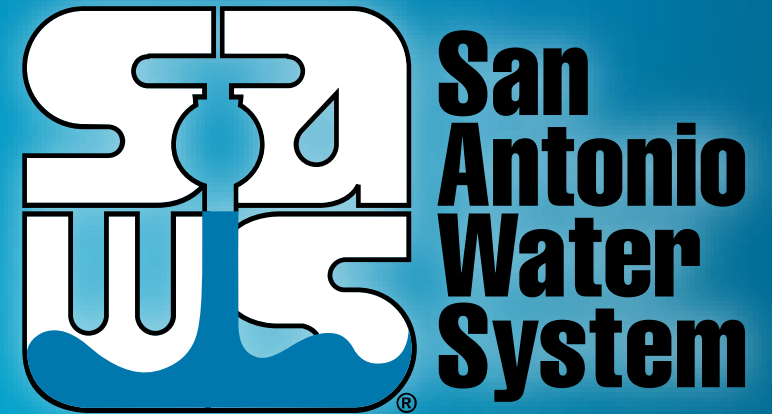
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# Engineering Utilization and Availability

## Distribution of Contract Dollars by Race and Gender (share of total dollars) (Tables 4-5 and 4-6)

NAICS	NAICS Code Description	Black	Hispanic	Asian	Native American	MBE	White Women	M/WBE	Non-M/WBE	Total
541330	Engineering Services	\$0	\$7,242,570	\$6,039,472	\$0	\$13,282,041	\$8,026,074	\$21,308,115	\$29,124,577	\$50,432,692
		0.0%	14.4%	12.0%	0.0%	26.3%	15.9%	42.3%	57.7%	100%

## Unweighted M/WBE Availability for SAWS Contracts (Table 4-7)

NAICS	NAICS Code Description	Black	Hispanic	Asian	Native American	MBE	White Women	M/WBE	Non-M/WBE	Total
541330	Engineering Services	1.8%	10.0%	4.3%	0.6%	16.7%	8.5%	25.2%	74.8%	100.0%

# Success Stories

- All Points Inspection Services
- Mendez Engineering, PLLC
- Garcia Infrastructure Consultants, LLC
- J&P Paving Co., Inc.

# Outreach & Assistance

- African American Business Enterprise Contracting Workshop
- Annual CIP Outlook Meeting
- External Organizations & Governmental Entities
  - Black Contractors Association
  - CPS Energy
  - Hispanic Contractors Association
  - Maestro Entrepreneur Center
  - NAACP
  - Procurement Technical Assistance Center
  - Small Business Development Center
- One-to-One WebEx Meetings
- Pre-Bid Meetings
- Inter-Department Advocacy at SAWWS

# SMWB Contract Awards 2017-2021

Year	2014	2015	2016	2017	2018	2019	2020	2021
\$	\$119,706,697	\$95,936,674	\$141,024,751	\$94,992,277	\$126,841,145	\$132,769,596	\$132,192,235	\$182,832,938
%	36%	54%	38%	31%	28%	44%	26%	37%

# SMWB Contract Payments 2017-2021

Year	2014	2015	2016	2017	2018	2019	2020	2021
\$	\$64,892,700	\$87,457,442	\$96,285,134	\$98,509,984.25	\$105,184,225.48	\$152,801,262.77	\$135,560,479.14	\$108,142,188.35
%	25%	22%	27%	28%	30%	26%	28%	24%