

Memorandum



DATE November 29, 2017

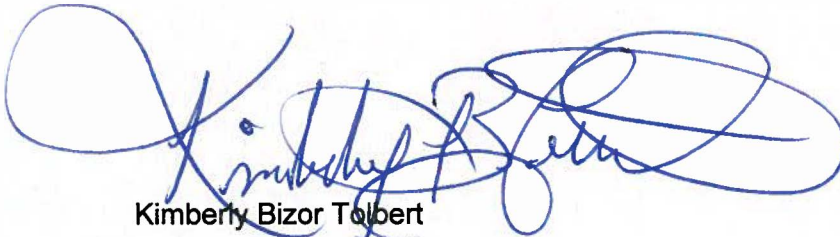
CITY OF DALLAS

TO Honorable Members of the Government Performance & Financial Management Committee: Jennifer S. Gates (Chair), Scott Griggs (Vice Chair), Sandy Greyson, Lee M. Kleinman, Philip T. Kingston, Tennell Atkins, Kevin Felder

SUBJECT **Office of Business Diversity M/WBE Performance Report**

On Monday, December 4, 2017, the Office of Business Diversity will brief the Government Performance & Financial Management Committee on the 2017 Diversity Accomplishments & Performance Report. I have attached the briefing for your review.

Please let me know if you need additional information.



Kimberly Bizer Tolbert
Chief of Staff to the City Manager

Attachment

c: T.C. Broadnax, City Manger
Lamy Casto, City Attorney
Craig D. Kinton, City Auditor
Biliera Johnson, City Secretary (Interim)
Daniel F. Solis, Administrative Judge
Majed A. Al-Ghafry, Assistant City Manager
Jo M. (Jody) Puckett, Assistant City Manager (Interim)

Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
M. Elizabeth Reich, Chief Financial Officer
Nadia Chandler Hardy, Chief of Community Services
Raquel Favela, Chief of Economic Development & Neighborhood Services
Theresa O'Donnell, Chief of Resilience
Directors and Assistant Directors

Office of Business Diversity M/WBE Performance Report

Government Performance and
Financial Management
Committee Briefing

December 4, 2017

Zarin D. Gracey
Interim Managing Director
Office of Business Diversity



City of Dallas

Outline

- Background
- New Program Mission and Objectives
- Meet the Team
 - Outreach Event Highlights
 - 2017 Recognitions
- Diversity & Compliance Process
- 2017 Diversity Accomplishments & Performance Report
- Historical M/WBE Performance
- Next Steps
- Questions

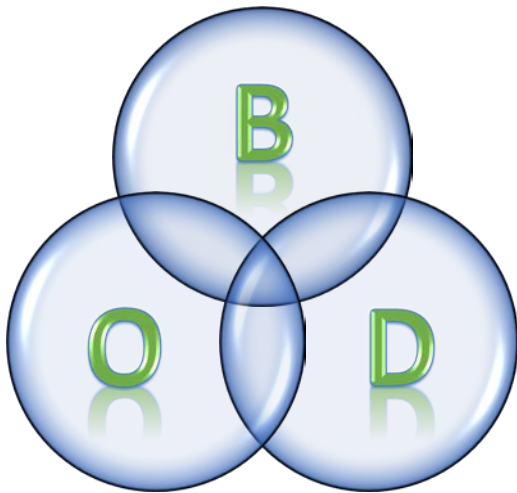
Background

- Briefed Government Performance and Financial Management Committee on October 2, 2017 on the New Business Diversity Strategic Plan
- Council Action on November 8, 2017 for the following:
 - Sunset the current M/WBE goals by September 30, 2020
 - Change references to Business Development and Procurement Services to Office of Business Diversity

New Program Mission and Objectives

Mission Statement

To ensure non-discriminatory practices and eliminate barriers while resourcing businesses to the next step in their business life cycle.



OPPORTUNITY CREATION

Provide conditions for growth and development through training, communication, and resource connections.

BUILDING CAPACITY

Develop strategic partnerships through intentional, coordinated, and mission-driven efforts aimed at strengthening the management and operations of S/M/WBE businesses to improve their performance and economic impact.

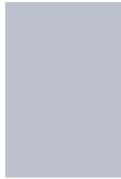
DIVERSITY COMPLIANCE

Advocate for the importance of diversity and inclusion in the awarding of City contracts.

Meet the Team



Zarin D. Gracey
Interim Managing
Director



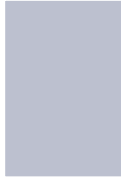
Manager
Vacant (filled by Jan
15th)



Regina Williams
2017 Bond Program



Lisa Alonzo
Construction /Integrated
Pipeline



Vacant (filled by Feb 1st)
Architecture &
Engineering



Laura Hurtado
Professional Services



Erica Turner
Others Services



James Harris
Goods



Denicio Villalon
TIF/Housing Projects

Outreach Events Highlights



2017 Recognitions

Awards

- 2017 Asian American Contractors Association of Texas Most Outstanding Public Diversity Program of the Year
- 2017 U.S. Small Business Administration minority Small Business Champion of the Year
- 2017 Regional Black Contractors Association Diversity Champion of the Year
- 2017 Great Southwest Black Chamber of Commerce Business Diversity Coordinator of the Year

Nominations

- Regional Hispanic Contractors Association Luna Awards
 - Outstanding Administrative Professional
 - Business Advocate

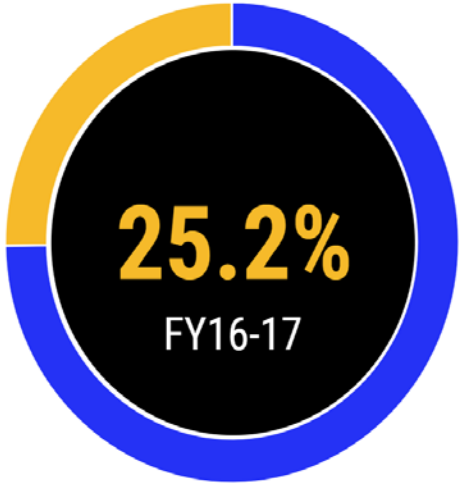
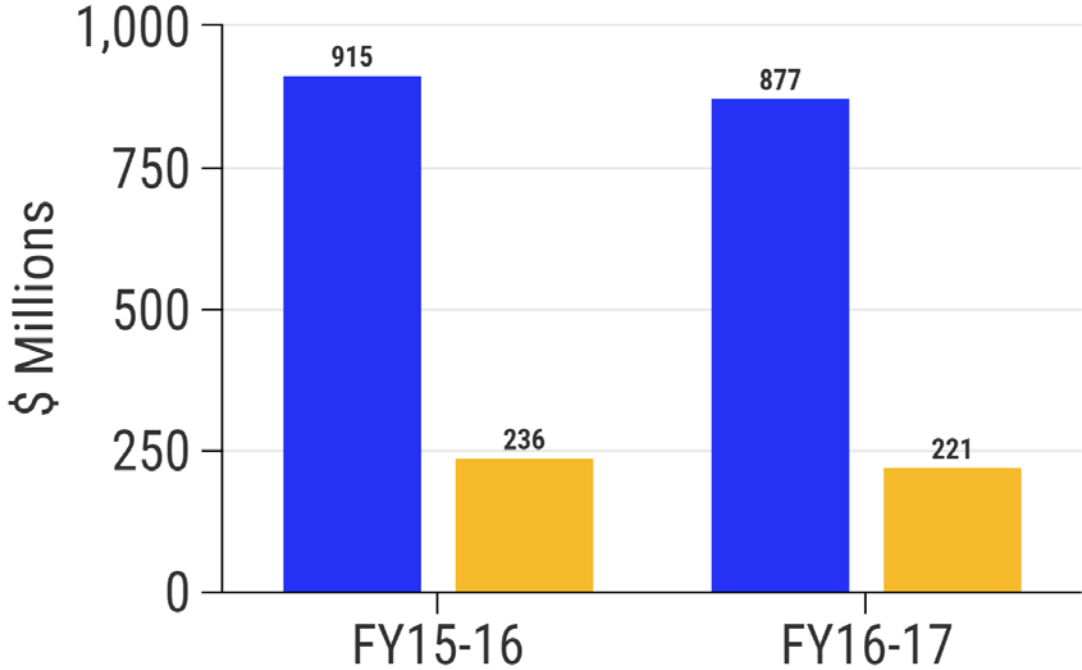
Diversity and Compliance Process



2017 Diversity Accomplishments & Performance Report

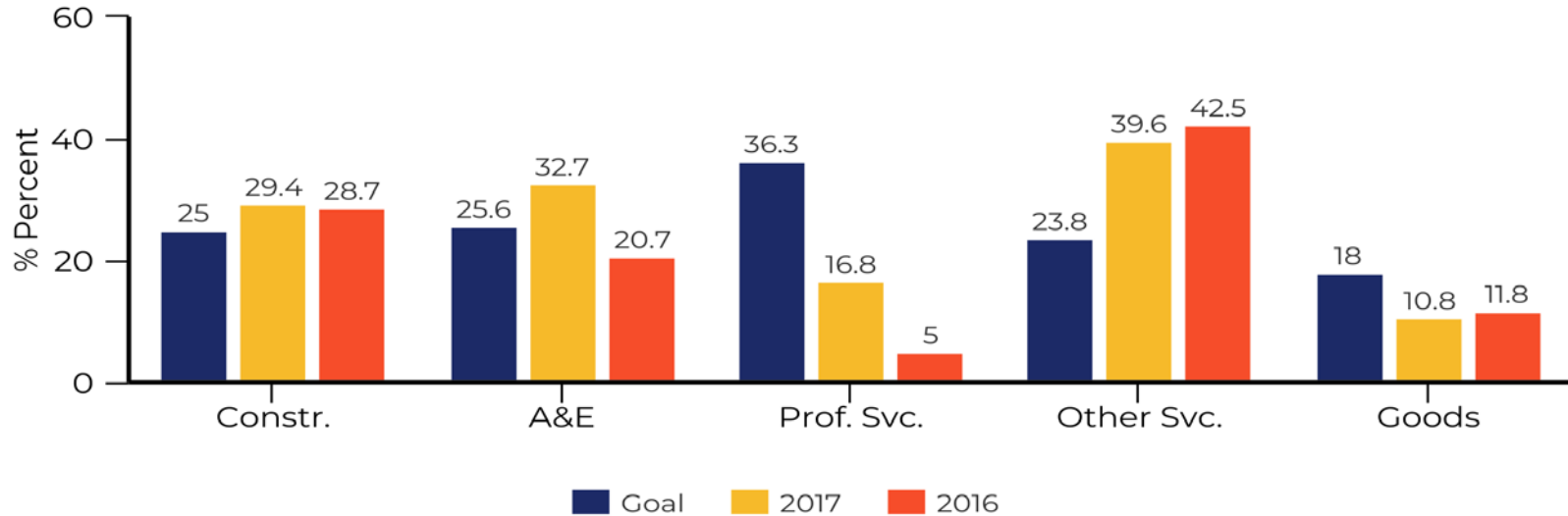
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2017 Diversity M/WBE Performance Report



■ Total City Spend ■ M/WBE Total Spend

2017 Diversity Accomplishments & Performance Report By Procurement Category



	Constr.	A&E	Prof. Svc.	Other Svc.	Goods
FY15-16 Total Spend	\$354.8M	\$72.0M	\$54.2M	\$215.2M	\$218.7M
FY16-17 Total Spend	\$301.7M	\$46.9M	\$49.3M	\$196.2M	\$282.7M

2017 Diversity Accomplishments & Performance Report

Inclusion	FY15-16		FY16-17		Variance	
African American	\$18.6M	2.0%	\$42.8M	4.9%	+2.9	▲
Hispanic	\$57.1M	6.2%	\$69.5M	7.9%	+1.7	▲
Asian American	\$31.22M	3.4%	\$26.2M	3.0%	-0.4	▼
Native American	\$2.9M	0.3%	\$12.8M	1.5%	+1.2	▲
Women	\$69.2M	7.9%	\$126.7M	13.9%	-6.0	▼
Total M/WBE	\$220.6M	25.2%	\$236.5M	25.8%	-0.6	▼
Non-Certified	\$656.3M	74.8%	\$678.4M	74.2%	+0.6	▲
Total	\$876.9M	100.0%	\$914.9M	100.0%		

2017 Diversity Accomplishments & Performance Report By the Numbers

\$876.9M



Total Spend

53.3%



Overall Local Spend

688



Total # of Contractors

\$220.6M



\$55.5M M/WBE Prime Contractors

54.1%



\$119.3M Local M/WBE Spend

213 M/WBE Contractors



55 Prime M/WBEs

50



Total Training Sessions

124



Total Outreach Events

572



Total One-on-One

Dallas 365



Strategic Priorities

- Government Performance and Financial Management**

Office of Business Diversity	Percent of dollars spent with local businesses	50%
FY16-17	Overall local spend	53.3%
	Local M/WBE spend	54.1%

Next Steps

- Preparing specifications to identify a firm to perform an Availability and Disparity Study
 - RFP Advertised Winter 2017
 - Study Performed Summer 2018 – Summer 2019
 - Estimated completion date is Summer 2019
 - Council Approval Fall 2019
- Business Diversity Taskforce
 - 2017 Bond Program Subcommittee
 - Identified 9 program initiatives that can create opportunity and build capacity for new businesses that never done business with the City as well as small, minority, and women owned businesses
 - Currently reviewing the initiatives with the departments to ensure they are feasible to implement as well determine what it will take to implement
- Implement Diversity University

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QUESTIONS

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Office of Business Diversity M/WBE Performance Report

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Interim Managing Director
Office of Business Diversity



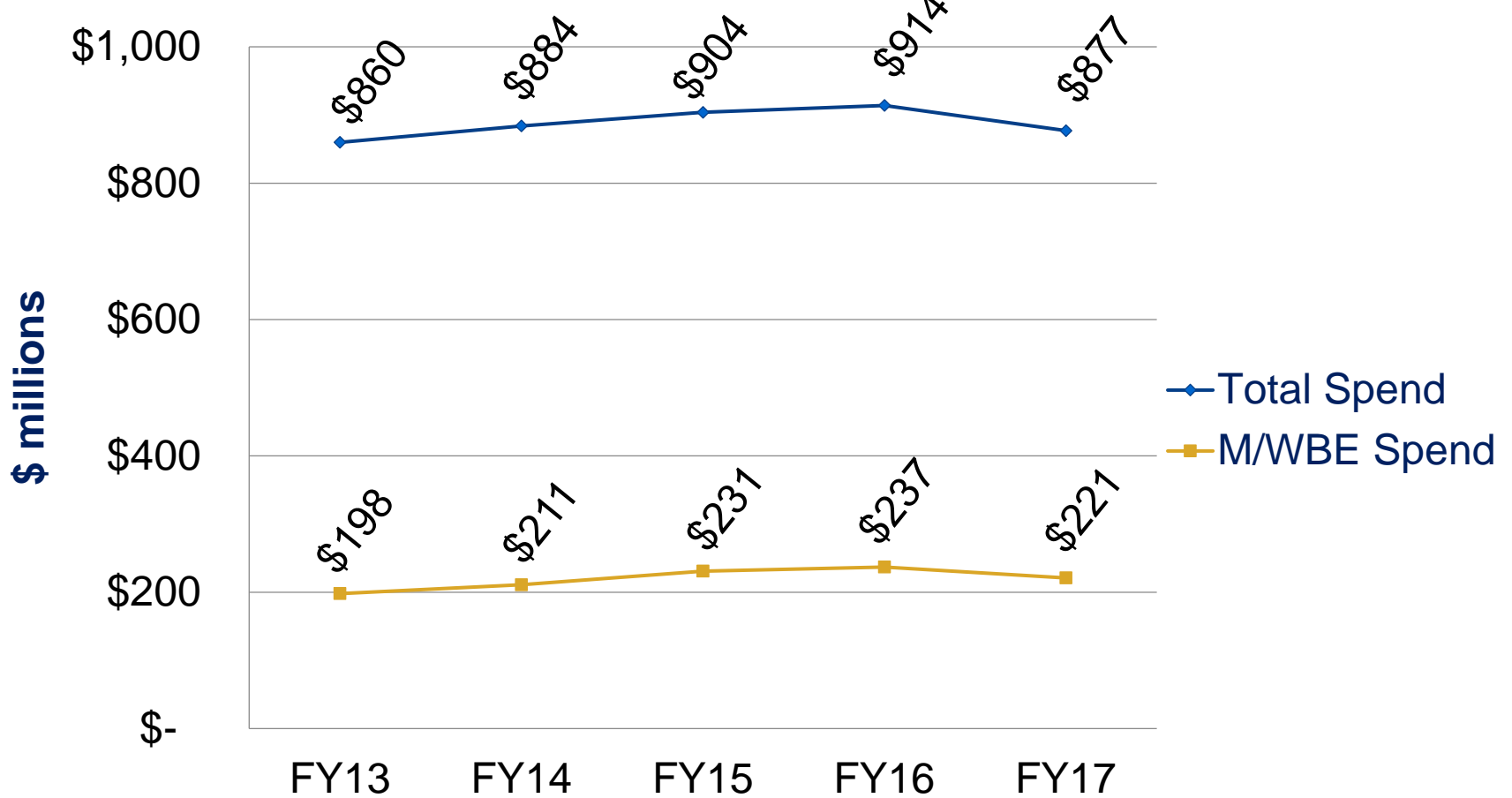
City of Dallas

Office of Business Diversity Performance Measures

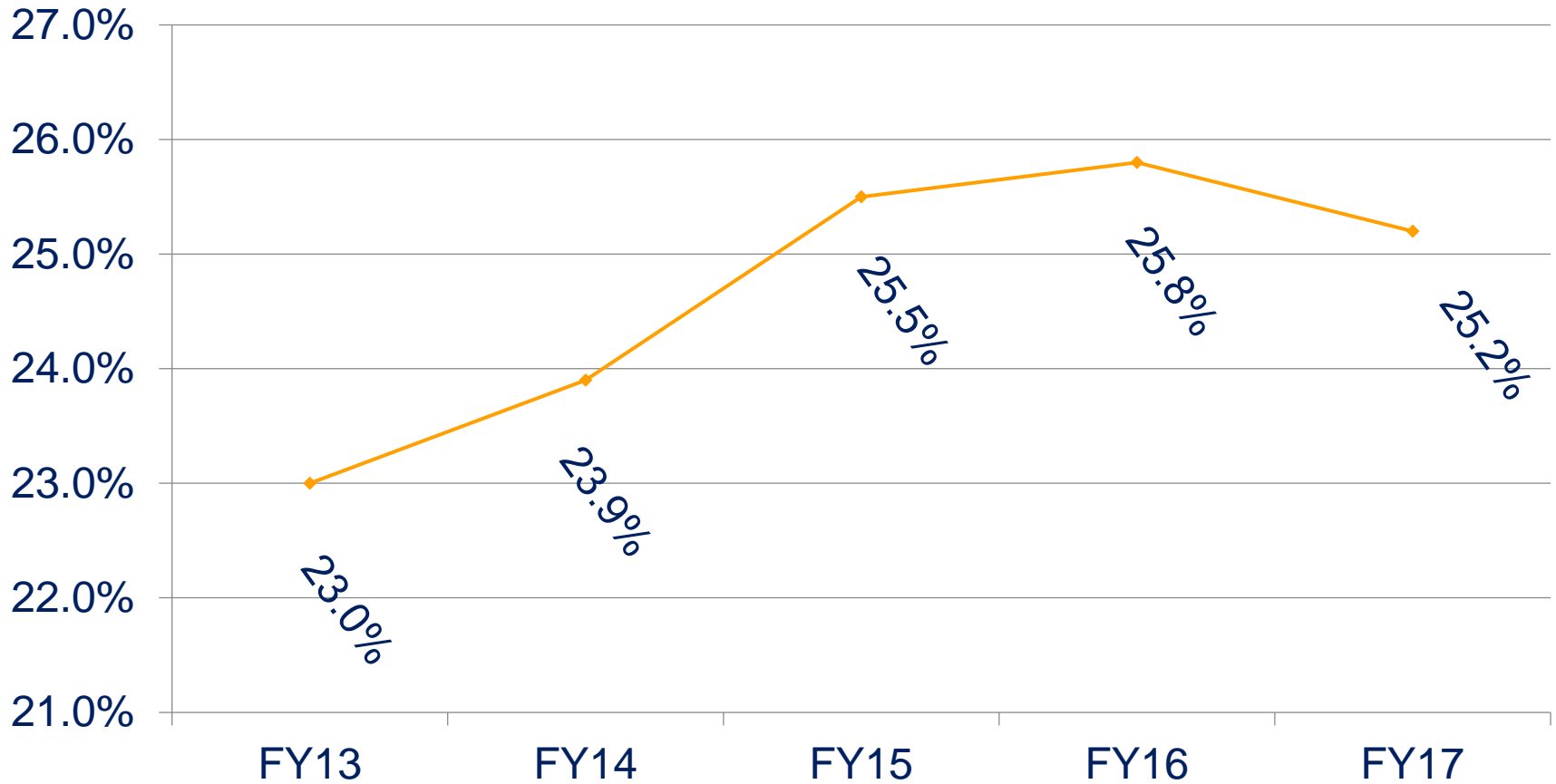
Description	FY 2014-15 Actual	FY 2015-16 Actual	FY 2016-17 Budget	FY 2016-17 Estimate	FY 2017-18 Proposed	FY 2018-19 Planned
# of awareness events	375	344	120	125	130	175
Change in registered vendors over prior year	198	253	200	200	205	150
% spent with local businesses	52.87%	39.42%	45.00%	48.00%	50.00%	50.00%
% of agenda items reviewed within 10 days	99.00%	99.00%	98.00%	98.00%	98.00%	98.00%
% of contracts reviewed by BID compliance	100%	100%	95.00%	95.00%	95.00%	95.00%
Overall M/WBE participation	25.50%	25.80%	21.00%	23.00%	23.00%	24.00%
Increase in revenue for S/M/WBE firms doing business with the City	N/A	N/A	N/A	N/A	\$250,000	\$300,000
# of new vendors competing on City contracts	N/A	N/A	N/A	N/A	50	38

M/WBE Historical Performance Report

Total Performance by Fiscal Year



M/WBE Performance by Fiscal Year








City of Dallas Cumulative 5yr M/WBE Participation

Inclusion	2013	2014	2015	2016	2017	Cumulative	
Af. Am.	\$34.9M	\$36.8M	\$26.5M	\$18.6M	\$42.8M	\$164.1M	3.7%
Hisp.	\$59.2M	\$68.2M	\$96.9M	\$57.1M	\$69.5M	\$350.9M	8.0%
As. Am.	\$13.8M	\$24.5M	\$15.4M	\$31.2M	\$26.2M	\$111.1M	2.5%
Nat.	\$4.2M	\$7.8M	\$6.4M	\$2.9M	\$12.8M	\$34.1M	0.8%
WF	\$81.1M	\$74.1M	\$85.7M	\$126.7M	\$69.2M	\$437.0M	9.9%
Tot. M/WBE	\$197.7M	\$211.4M	\$230.9M	\$236.5M	\$220.6M	\$1.1BB	25.0%
Non-Certified	\$662.1M	\$672.7M	\$673.6M	\$678.4M	\$656.3M	\$4.4B	75.0%
Total	\$859.8M	\$884.1M	\$904.5M	\$914.9M	\$876.9M	\$5.5B	100.0%

M/WBE Participation by Procurement Category

5 Year Cumulative

Construction			A&E			Prof. Service			Other Svc.			Goods		
														
Af. Am.	\$64.6	3.4%	Af. Am.	\$23.0	6.9%	Af. Am.	\$4.0	2.1%	Af. Am.	\$57.8	6.5%	Af. Am.	\$14.7	1.3%
Hisp.	\$231.6	12.3%	Hisp.	\$41.0	12.3%	Hisp.	\$3.3	1.7%	Hisp.	\$64.2	7.3%	Hisp.	\$10.7	1.0%
Asian	\$4.0	0.2%	Asian	\$20.2	6.1%	Asian	\$2.1	1.1%	Asian	\$71.6	8.1%	Asian	\$13.1	1.2%
Native	\$20.2	1.1%	Native	\$1.5	0.5%	Native	\$1.1	0.6%	Native	\$10.5	1.2%	Native	\$784	0.1%
Women	\$243.7	13.0%	Women	\$26.9	8.1%	Women	\$12.0	6.2%	Women	\$110.6	12.5%	Women	43.7	4.1%
Total MWBE	\$564.2	30.1%	Total MWBE	\$112.6	33.7%	Total MWBE	\$22.5	11.7%	Total MWBE	\$314.7	35.6%	Total MWBE	\$83.0	7.5%
Total Spend	\$1.9B	100.0%	Total Spend	\$333.8	100.0%	Total Spend	\$193.4	100.0%	Total Spend	\$884.6	100.0%	Total Spend	\$1.1B	100.0%