

**Metropolitan
St. Louis Sewer
District Update
Disparity Study**

**Business Community
Meeting**

April 22, 2019



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Meeting Agenda

- Introduce the study team
- Present overview of existing Diversity Programs
- Describe update study research objectives
- Describe *Croson* standard
- Outline disparity study data requirements
- Describe workforce study components
- Present study timeline



Mason Tillman Team

Prime Consultant	Certification
Eleanor Ramsey, President/ Project Manager Mason Tillman Associates	M/WBE
Subconsultant	Certification
Marvin Woods, Principal Project Controls Group	M/DBE
Walle Amusa, President ADEXO USA	M/DBE



Overview of Current MWBE Program

- Contract goals
- Workforce goals
- Community benefits agreement
- First Source Hiring Program
- Building Union Diversity Program
- Partnership with St. Louis Internship Program
- Diversity reporting system
- Diversity program staff augmentation



Overview of Contract Goals

MWBE Goals	
<i>Industry</i>	<i>MWBE Subcontract Goals</i>
Building Construction	30% MBE (African American/Hispanic American)
Non-Building Construction	17% MBE (African American)
State Funded Construction	10% MBE 10% WBE
Federal Funded Construction	10% MBE 5% WBE
Engineering Professional Services	None
Purchases and Other Services	None

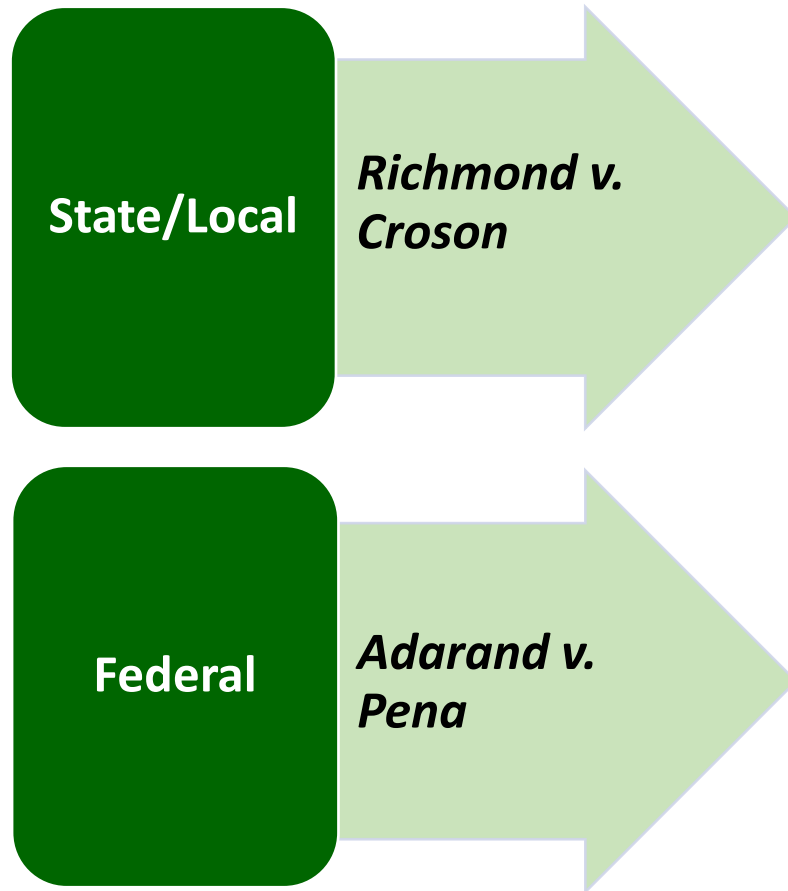


Overview of Workforce Goals

Workforce Goals	
<i>Industry</i>	<i>Workforce Goals</i>
Building Construction	30% Minority 7% Women
Non-Building Construction	30% Minority 7% Women
State Funded Construction	14.7% Minority 6.9% Women
Federal Funded Construction	14.7 % Minority 6.9% Women
Engineering Professional Services	18% Minority 32% Women
Purchases and Other Services	18% Minority 32% Women



Croson Standard



- Compelling interest
 - Evidence of systemic racial discrimination
- Narrowly tailored
 - Remedy documented discrimination
- Update periodically
 - Assess effectiveness of remedy



Crosron Study Objectives

- Define relevant market area
- Determine if statistical disparity exists
- Ascertain practices affecting any documented disparity
- Assess effectiveness of race- and gender-neutral programs
- Draft detailed program recommendations
- Prepare a legally defensible study



Narrowly Tailored Remedy

- Disparity findings are race, gender, and industry-specific
- Subcontract goals limited to ethnicity and gender groups in industries with disparity findings
- Goals defined by availability of the ethnicity and gender groups with disparity in each industry



Study Parameters

Study Period: January 1, 2013 to December 31, 2017				
Building Construction	Non-Building Construction	Engineering Professional Services	Federally Funded Construction	Purchases and Other Services



Utilization

- Contracts awarded during the study period
 - Prime contracts
 - MSD extracted data
 - Mason Tillman will normalize data, assign industry to each contract, and determine business owner race and gender
 - Subcontracts
 - MSD extracted data
 - Mason Tillman will conduct further research to reconstruct complete subcontract data
 - Market Area
 - Mason Tillman will determine geographic market area by MSD's spending



Availability

- Count of willing and able market area businesses identified from government and non-government sources
- Businesses identified from non-government sources surveyed for:
 - Willingness to contract with MSD
 - Race, gender, industry
 - Capacity to perform MSD contracts
 - Bidding history, revenue, number of employees, owner education,
- Available businesses classified by race, gender, and industry



Anecdotal

- Qualitative evidence elicited from interviews with 30 business owners
- Qualitative evidence compiled from e-survey with all available businesses
- Qualitative evidence analyzed for patterns and practices of contracting in market area
- Qualitative evidence used to inform the race- and gender-neutral recommendations



Disparity

- When the utilization of businesses owned by minorities or women is not at parity with their availability
 - Disparity ratio is actual dollars spent (utilization) divided by expected contract dollars (availability)
 - Expected contract dollars is the proportion of dollars expected to be spent with each group based on availability
 - A statistical disparity occurs where the disparity ratio is less than 0.8

$$\frac{\textit{Utilization}}{\textit{Availability}} = < 0.8$$



Workforce

- Scope of work
 - Determine the number of individuals by race, gender, and EEO category **available** to work on MSD's contracts
 - Determine **workers employed** on MSD's contracts by race, gender, residency, and EEO category
 - Construction – count of hours worked
 - Trades
 - Apprentice
 - Professional services – count of individual workers
 - Calculate any disparity between available workers and actual employment
 - Provide recommendations to address any identified disparity



Public Comment



Please State:

- Your name
- Business name
- Organizational affiliation
 - Limit responses to two (2) minutes
- Return comment card to Mason Tillman staff



Partner With Us

- Complete the business survey
- Agree to an anecdotal interview

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THANK
YOU

Merci!

¡Gracias!

Спасибо!

