

# City of Portland – Citywide Social Equity In Contracting Programs & Indicators

Procurement Type & Key Indicators (FY19 & FY20)	Contracting Equity Programs & Objectives
<p style="text-align: center;"><b>CONSTRUCTION</b></p> <p><b>Average Annual Volume:</b></p> <ul style="list-style-type: none"> <li>• \$168M, 82 contracts/amendments</li> </ul> <p><b>Dedicated Equity/Compliance Staff</b></p> <ul style="list-style-type: none"> <li>• 5.0 FTE in Procurement Services</li> </ul> <p><b>Prime + Subcontractor Payments (COBID-certified firms only):</b></p> <ul style="list-style-type: none"> <li>• 11% to firms owned by men of color</li> <li>• 3% to firms owned by women of color</li> <li>• 18% to firms owned by white women</li> </ul> <p><b>Construction Workforce Hours:</b></p> <ul style="list-style-type: none"> <li>• 29% workers of color</li> <li>• 8% female workers</li> <li>• 21% apprentice workers</li> </ul>	<p><b>Subcontractor Equity Program (2016)</b> – For contracts ≥ \$150k, aspirational goal that 14% of hard construction costs be subcontracted to firms owned by people of color and women &amp; 20% across all COBID-certified subs.</p>
	<p><b>Workforce Training &amp; Hiring (1994)</b> - Aspirational goals for construction workforce of 18% racial minority participation; 9% female participation; and 20% state-registered apprentices. (Contracts ≥ \$100k)</p>
	<p><b>Prime Contractor Development (2013)</b> - Promotes utilization of firms owned by people of color and women through program participant training, technical assistance and exclusive bidding opportunities.</p>
	<p><b>Community Benefits Agreement / Community Equity &amp; Inclusion Plan / Diversity Equity &amp; Inclusion Plan (2017)</b> – Participation goals: 22% workers of color (all levels), 9% women apprentices and 6% women at journey-level.</p>
	<p><b>Community Opportunities &amp; Enhancements Program (2020)</b> - Provide workforce development and business technical assistance in order to increase people of color and women in the trades; and to remove barriers for construction firms owned by people of color and women.</p>
	<p><b>Job Order Contracting (2019)</b> - Increase utilization and retention of minority- and woman-owned construction firms by establishing pricing via targeted contracting with COBID-certified firms.</p>
	<p><b>Minority Evaluator Program (2009)</b> - Requires 1+ persons of color on evaluation panels for all contracts exceeding formal solicitation thresholds.</p>
<p style="text-align: center;"><b>PROFESSIONAL SERVICES</b></p> <p><b>Average Annual Volume:</b></p> <ul style="list-style-type: none"> <li>• \$104M, 294 contracts/amendments</li> </ul> <p><b>Dedicated Equity/Compliance Staff</b></p> <ul style="list-style-type: none"> <li>• 1.0 FTE in Procurement Services</li> </ul> <p><b>Prime + Subcontractor Payments (COBID-certified firms only):</b></p> <ul style="list-style-type: none"> <li>• 10% to firms owned by men of color</li> <li>• 3% to firms owned by women of color</li> <li>• 17% to firms owned by white women</li> </ul>	<p><b>Subcontracting Requirement (2013)</b> – RFP’s require that vendor proposals establish plans to meet 20% aspirational goal for subcontracting with COBID-certified firms. (Note: not all contracts under \$100k tracked.)</p>
	<p><b>Direct Contracting (2009)</b> - Increase utilization of minority-and woman-owned firms by waiving competitive bidding requirements for contracts below \$150k with COBID-certified firms.</p>
	<p><b>Minority Evaluator Program (2009)</b> - See description above under Construction.</p>
<p style="text-align: center;"><b>GOODS &amp; SERVICES</b></p> <p><b>Average Annual Volume:</b></p> <ul style="list-style-type: none"> <li>• \$295M, 769 contracts/amendments</li> </ul> <p><b>Dedicated Equity/Compliance Staff</b></p> <ul style="list-style-type: none"> <li>• 0.0 FTE in Procurement Services</li> </ul> <p><b>Prime Contractor Awards (COBID-certified firms only):</b></p> <ul style="list-style-type: none"> <li>• 2% to firms owned by people of color <i>and</i> white women</li> </ul>	<p><b>Direct Contracting (2020)</b> - See description above under Professional Services. Council extended this program to Goods &amp; Services contracts in Spring 2020.</p>
	<p><b>Minority Evaluator Program (2009)</b> - See description above under Construction.</p>