



## **Supplier Diversity Advisory Groups Annual Summary of Results**

Prepared for the Period  
**July 2008 through June 2009**

### **Cincinnati Public Schools Supplier Diversity Program**

Prepared by  
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## CPS Supplier Diversity Advisory Committee Meetings July 2008 through June 2009 Executive Summary

The Supplier Diversity Program (SDP) is the Cincinnati Public School District's (CPS) effort to expand opportunities for minority-owned, female-owned and small business enterprises to participate in district contractual work. The Cincinnati Board of Education established the SDP to assist Small and Disadvantaged Business Enterprises (SDB) who want to do business with the district. The Supplier Diversity department develops the strategy, administers the program, maintains a supplier database, communicates opportunities to do business, provides training, educational meetings and seminars. The department is forming new working relationships with businesses. The SDP seeks to remove barriers to being competitive and help businesses prepare to work collaboratively.

The Supplier Diversity department created three Supplier Diversity Advisory Committees consisting of Construction businesses, Professional Services providers, and businesses offering Goods and Services. These Advisory Committees meet at least once a month for two hours for professional development, information sharing, and networking with CPS purchasing decision-makers, other small business owners, and prime contractors. Participants complete a questionnaire at the end of each meeting to provide the Supplier Diversity department with feedback for continuous improvement. The following are highlights from the advisory committee meetings' feedback collected during fiscal year 2008-2009 (July 2008 through June 2009).

- Total July 2008 through June 2009 respondents (N=615) providing feedback represented the following Advisory groups: Goods and Services, **35.4%**; Professional Services, **28.6%**; Construction Services, **32.4%**; and combined Goods & Services and Professional Services groups, **3.6%**.
- The total number of participants during the fiscal year 2008-2009 (July 2008 - June 2009, N=615) was 9.1% more than the total participants during the fiscal year 2007-2008 (July 2007 - June 2008, N=558).
- The three groups' responses were compared. Overall, the three groups (Goods and Services, Construction, and Professional Services groups) responded that the meetings were successful. The three groups of participants reported **statistically significant**<sup>1</sup> differences on their responses to seven of the questions: presenter #1's knowledge about the topic ( $\chi^2 (2) = 6.47, \rho < .05$ ), presenter #1 having taught the materials in a practical way and easy to understand manner ( $\chi^2 (2) = 15.09, \rho < .05$ ), presenter #2 being knowledgeable about the topic ( $\chi^2 (2) = 9.56, \rho < .05$ ), the audio-visual aids and handouts being useful ( $\chi^2 (2) = 7.51, \rho < .05$ ), the participants' understanding of the CPS contract bid specification ( $\chi^2 (2) = 7.60, \rho < .05$ ), the participants' knowledge about the Supplier Diversity Inclusion goals ( $\chi^2 (2) = 10.81, \rho < .05$ ), the participants making new contacts during the meeting ( $\chi^2 (2) = 11.75, \rho < .05$ ), and participants learning new ideas during the meetings ( $\chi^2 (2) = 9.92, \rho < .05$ ). For all seven of these questions, a relatively greater proportion of the Professional Services group participants had better responses compared with the proportion of those from the Goods and Services and the Construction Advisory Committees that responded to the same questions. The responses of the three groups to the rest of the questionnaire did **not have statistically significant**<sup>1</sup> differences from each other. (<sup>1</sup>Statistically significant means that, at the 95% confidence level, the similarity between the groups' responses was not due to chance; similarly, the differences among the groups were not due to chance.)

- 98.2% (604 out of 615) participants responded to the question about the clarity of the stated objectives: **98.0%** *strongly agreed* (70.0%) or *agreed* (28.0%) and 12 respondents (2%) answered “Neutral”.
- Only the Goods and Services and Professional Services groups rated the facilitator, (n=410; six chose not to rate their facilitator): **98.3%** *strongly agreed* (79.8%) or *agreed* (18.5%) that the facilitator was knowledgeable about the topic; and seven responded “Neutral”. 404 out of the 406 of these participants answered the question that the facilitator taught the material in a way that was practical and easily understood. **98.0 %** *strongly agreed* (76.2%) or *agreed* (21.8%); eight responded “Neutral”.
- Six hundred-six out of 615 responded to the question about their first presenter’s being knowledgeable about the topic: **97.4%** *strongly agreed* (73.6%) or *agreed* (23.8%); 15 responded “Neutral” and one *disagreed*. 599 out of 615 answered the question about their presenter’s manner of teaching: **94.6%** *strongly agreed* (65.9%) or *agreed* (28.7%), three *disagreed*, and 29 (5.4%) responded “Neutral” to the question that their first presenter taught the material in a way that was practical and easily understood.
- Four hundred-forty-seven out of 615 participants answered the question about their second presenter’s knowledge about the topic: **96.0%** *strongly agreed* (71.6%) or *agreed* (24.4%); 18 responded “Neutral”.
- Four hundred-sixty-one out of 615 participants also responded to the question about their second presenter having taught the material in a way that was practical and easily understood: **94.8%** *strongly agreed* (63.3%) or *agreed* (31.5%); one *disagreed*, and 23 responded “Neutral”.
- Five hundred twenty-four out of 615 answered the question about the usefulness of the Audio/Visual aids: **88.2%** *strongly agreed* (60.1%) or *agreed* (28.1%), eight *disagreed*, and 54 (11.6%) responded “Neutral”.
- 84.9% (522 out of 615) responded to the question about the usefulness of the handouts. Of these groups, **90.9%** *strongly agreed* (60.2%) or *agreed* (30.7%); two *disagreed* and 46 (8.8%) of participants responded “Neutral”.
- Five hundred-forty-six out of 615 answered the question about the relevance of content: **93.0%** *strongly agreed* (66.1%) or *agreed* (26.9%); two *disagreed*, one *strongly disagreed*, and 35 (6.4%) of participants answered “Neutral” that the content was relevant.
- 90.2% of all respondents (555 out of 615) responded to the question about understanding CPS contract specifications; **82.2%** *strongly agreed* (44.5%) or *agreed* (37.7%); 14 *disagreed*, three *strongly disagreed*, and 82 (14.8%) responded “Neutral” that they understand CPS contract specifications.
- 91.1% of all respondents (560 out of 615) answered the question about knowing the CPS Diversity Inclusion goals: **86.1%** *strongly agreed* (48.4%) or *agreed* (37.7 %); nine *disagreed*, one *strongly disagreed*, and 68 (12.1%) answered “Neutral” about knowing the Inclusion goals.
- 92.8% of all respondents (571 out of 615) answered the question that the sessions met their expectations **94.6%** *strongly agreed* (59.9%) or *agreed* (34.7%) three *disagreed* and 28 answered “Neutral”.

- Five hundred thirty-six out of 615 answered the question about making new contacts during their meetings: **88.1%** *strongly agreed* (59.9%) or *agreed* (28.2%); three *disagreed*, three *strongly disagreed*, and 58 (10.1%) of participants answered “Neutral” that they made new contacts during meetings.
- 73.8% (454 out of 615) participants responded to the question about learning new ideas during their meetings: **90.4%** *strongly agreed* (60.4%) or *agreed* (30.0%); four *disagreed*, one *strongly disagreed*, and 39 responded “Neutral”. Among the categories of new ideas gained were:
  - Going green/green products /projects
  - Niches and markets
  - Loans, finance, and documentation; ARC & SBA loans
  - Accounts payable
  - Ways of working with CPS (registration, contracting, networking, ways of knowing the principals); Learning about CPS public and internal dashboard; business with CPS (access to web sites and need for services)
  - Business services; emerging business opportunities (e.g. early childhood, connect with individual departments, partnering opportunities)
  - Responding to emergency/disaster planning
  - Business structures, learning about growing the business, tax cuts, sales, marketing
  - Building business relationships, business demeanor
  - Others like CPS dash board, history, and newsletter
- Among the categories of topics of interest to the participants were:
  - Business and educational solutions,
  - CPS systems, opportunities with CPS, filling out P.O.s,
  - Marketing, advertising, & PR, knowing the buyers,
  - Services like snow removal, cleaning & other services,
  - Business technologies & cabling, other technology-related audio/video services,
  - Bidding invoicing, contracting, sub-contracting,
  - Financing & liens,
  - Networking.
- Five hundred forty-eight out of 615 responded to the question about overall satisfaction with information shared: **95.9%** *strongly agreed* (66.2%) or *agreed* (29.7%) and 22 responded “Neutral”. The following “other comments” and opinions expressed by the participants: :
  - Some expressions of gratitude for learning so much from the meetings.
  - Participants’ suggestions about sharing/passing business to others around the room.
  - Comments about the pace of the meetings
- 84.1% of respondents (517 out of 615) responded to the question about submitting bids to CPS; 15.9% of the respondents did not answer this question. Of these respondents, **31.1%** (161 out of 517) of participants indicated they **have submitted one or more bids** to CPS or to someone they met at an SDP advisory group meeting: **34.5%** (54 out of 161) were from the **Goods and Services Advisory Council**, **26.1%** (42 out of 161) were from the **Professional Services Council**, **35.4%** (57 out of 161) were from

the **Construction Advisory Council**, and 5.0% (8 out of 161) were from the **Combined Goods & Services and Professional Services** groups.

- Five hundred-nine (82.8% of the total) participants responded to the question about winning bids from CPS or someone they met at an SDP advisory group meeting. Of this group, **21.8%** (111 out of 509) **reported having won one or more bids** from CPS or from other contacts made at an advisory group meeting: **33.3%** (37 out of 111) were from the **Goods and Services Advisory Council**, **24.3%** (27 out of 111) were from the **Professional Services Council**, **37.8%** (42 out of 111) were from the **Construction Advisory Council**, and 4.5% (5 out of 111) were from the **Combined Goods & Services and Professional Services** groups.
- 82.0% (504 out of 615) of total respondents answered the question about registration with the CPS Supplier Diversity Program. Of these participants, **68.8%** (347 out of 504) **indicated they are registered** with the Supplier Diversity Program. The proportion of the different groups who are registered with the Supplier Diversity Program is as follows: **Goods and Services, 36.3%** (128 out of 347); **Professional Services, 31.4%** (109 out of 347); **Construction, 28.0%** (97 out of 347), and **Combined Goods & Services and Professional Services, 4.3%** (15 out of 347)

Figure 1 describes the counts and percentages of attendees providing feedback for July 2009 through June 2009 (N=615)

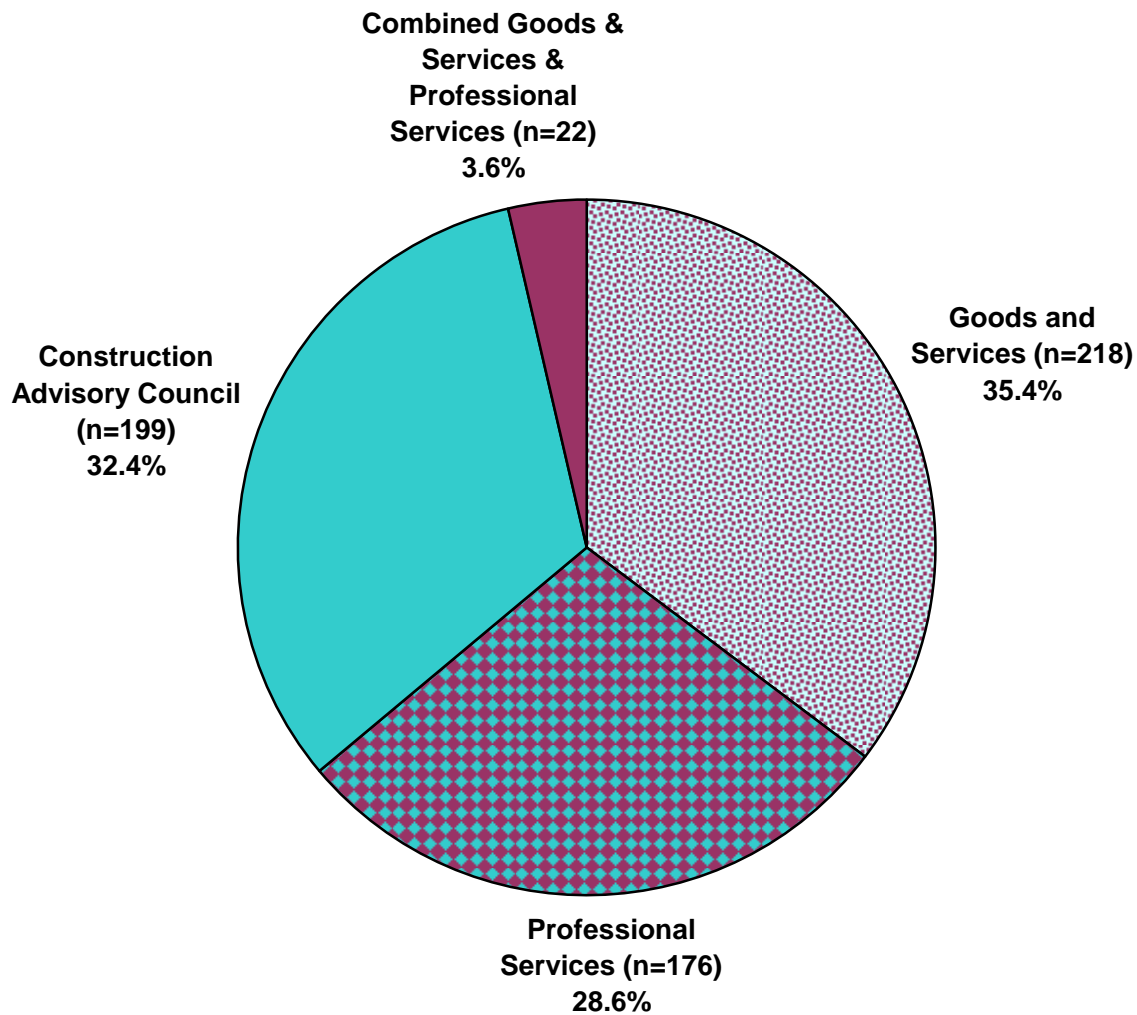
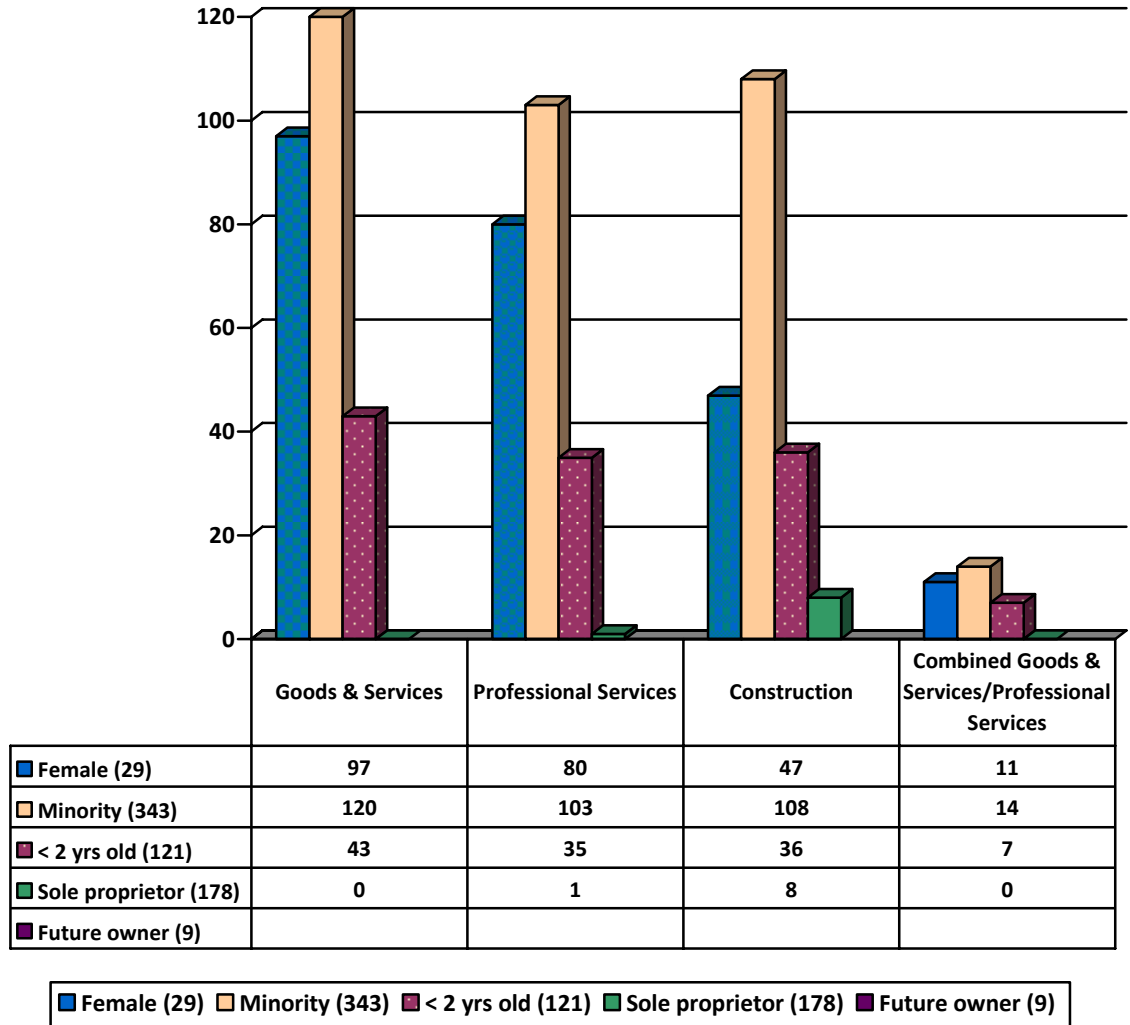


Table 1 shows how respondents described their businesses during the July 2008 through June 2009 meetings (N = 615). Note: Respondents may have chosen to classify themselves by two or more descriptions. Figure 2 presents the chart for numbers of meeting participants by business ownership.

**Table 1. Fiscal Year 2008-2009 Participant Distribution by Meeting Groups and Ownership**

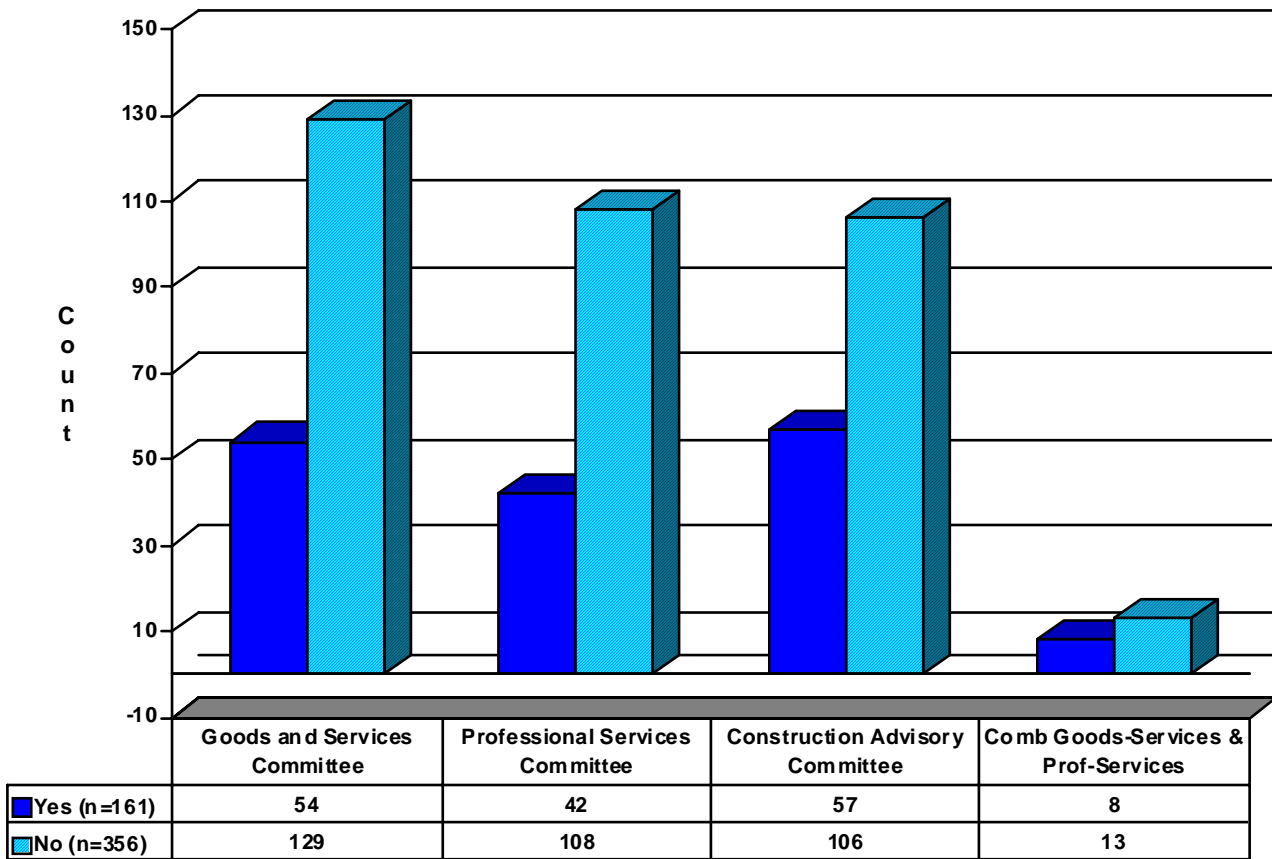
<b>Fiscal Year 2008 - 2009 Meetings N=615</b>						
		Goods and Services Advisory Committee	Professional Services Advisory Committee	Construction Advisory Committee	Combined Goods & Services & Professional Services	Total
Female Owned	Count	97	80	47	11	229
	% Within Female Owned	42.4	34.9	17.9	4.8	100.0
Minority Owned	Count	120	103	106	14	343
	% Within Minority Owned	35.0	30.0	30.9	4.1	100.0
< 2 yrs old	Count	43	35	36	7	121
	% Within < 2 yrs old	35.5	28.9	29.8	5.8	100.0
Sole Proprietor	Count	66	66	42	4	178
	% Within Sole Proprietor	37.1	37.1	23.6	2.2	100.0
Future Owner	Count	0	1	8	0	9
	% Within Future Owner	0	11.1	88.9	0	100.0



**Table 2. I have submitted one or more bids to CPS for Fiscal Year 2008-2009**

Fiscal Year 2008- 2009 Meetings							
			Goods and Services Advisory Committee	Professional Services Advisory Committee	Construction Advisory Committee	Combined Goods-Services & Prof-Services	Total (Submitted one or more bids)
I have submitted one or more bids to CPS or from other contacts made there	Yes	Count	54	42	57	8	161
		% Within Meeting	29.5	28.0	35.0	38.1	31.1
	No	Count	129	108	106	13	356
		% Within Meeting	70.5	72.0	65.0	61.9	68.9
	Total	Count	183	150	163	21	517
		% Within Meeting	100.0	100.0	100.0	100.0	100.0

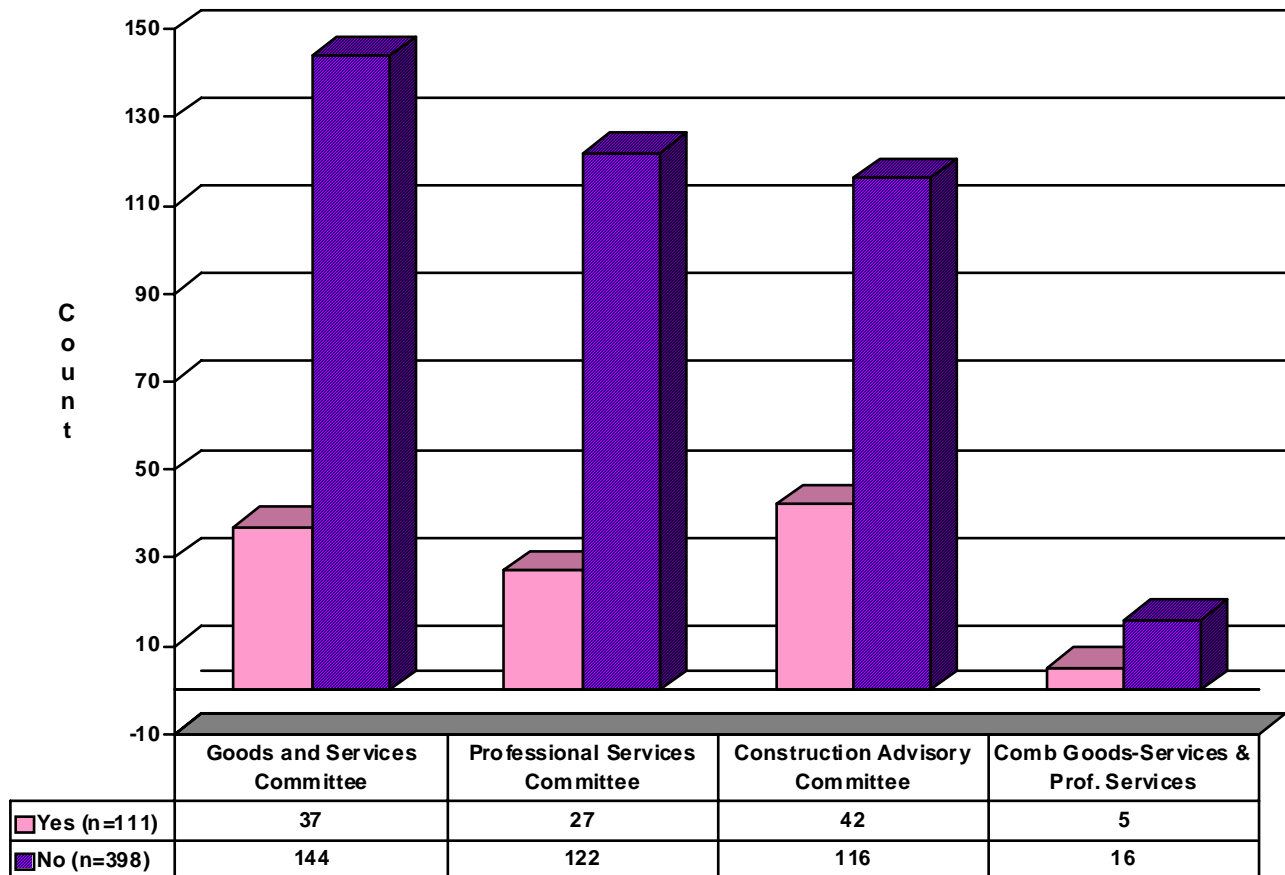
**Figure 3. Submitted One or More Bids to CPS for Fiscal Year 2008-2009 (n=517)**



**Table 3. I have won one or more bids from CPS or from other contacts made here.**

Fiscal Year 2008 - 2009 Meetings							
			Goods and Services Advisory Committee	Professional Services Advisory Committee	Construction Advisory Committee	Combined Goods-Services & Prof. Services	Total (Won one or more bids)
I have won one or more bids from CPS or from other contacts made here	Yes	Count	37	27	42	5	111
		% Within Meeting	20.4	18.1	26.6	23.8	21.8
	No	Count	144	122	116	16	398
		% Within Meeting	79.6	81.9	73.4	76.2	78.2
	Total	Count	181	149	158	21	509
		% Within Meeting	100.0	100.0	100.0	100.0	100.0

**Figure 4. I Have Won One or More Bids From CPS for fiscal Year 2008 - 2009 (n=509)**



**Table 4. I am registered with the CPS Supplier Diversity Program  
For the Fiscal Year 2008 – 2009 (n=504)**

Fiscal Year 2008 - 2009 Meetings							
			Goods and Services Advisory Committee	Professional Services Advisory Committee	Construction Advisory Committee	Comb Goods- Services & Prof. Services	Total (Registered with CPS SDP)
Registered with CPS SDP?	Yes	Count % Within Meeting	126 69.2	109 74.1	97 63.0	15 71.4	347 68.8
	No	Count % Within Meeting	56 30.8	38 25.9	57 37.0	6 28.6	157 31.2
	Total	Count % Within Meeting	182 100.0	147 100.0	154 100.0	21 100.0	504 100.0

**Figure 5. I am registered with the CPS Supplier Diversity Program for the Fiscal Year 2008 - 2009 (n=504)**

