

# 2008-2009 Year End Supplier Diversity Update

Presentation  
Special Board Meeting  
September 2, 2009

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# Supplier Diversity Department Initiatives Support Achievement of Board Diversity/Inclusion Goals.



Participants photo from August 20, 2009 Workshop

## *Initiatives*

Advisory Committee Meetings

Workshops

Special Events

Outreach

MBE Collaborative Website

ACI-CCTSC

# Advisory Committee Meetings and Attendance

## Results



Dr. Markay Winston, presenter at April 7, 2009  
Advisory Committee meeting.

### Construction

12 meetings          336 Total attendees          27 avg./meeting

### Goods and Services

11 meetings          382 Total attendees          35 avg./meeting

### Professional Services

11 meetings          261 Total attendees          24 avg./meeting

### Grand Totals

34 meetings          979 Total attendees          28.79 avg./meeting

# Advisory Committee Meetings Participants Evaluations

## Results

### 615 evaluations received

- 35.4% Goods and Services
- 32.4% Construction Services
- 28.6% Professional Services



Participants photo, August 20, 2009 workshop.

- 9.1% (615 vs. 558) increase in participant evaluations received compared to a year ago.
- 548 (95.9%) strongly agreed or agreed overall satisfaction with information shared.
- 546 (93.0%) strongly agreed or agreed the meeting content was relevant.
- 555 (90.2%) strongly agreed or agreed they understand CPS contract specifications.
- 560 (91.1%) strongly agreed or agreed they know the CPS contract specifications.
- 536 (88.1%) strongly agreed or agreed they made new contacts during their meetings.

# Advisory Committee Meetings Participants Evaluations

## Results Continued

517 (84.1%) responded to the question about submitting bids to CPS

31.1% (161) indicated they have submitted one or more bids to CPS or to someone they met at a CPS Supplier Diversity meeting,

- 35.4% (57) from the Construction Advisory Committee meetings,
- 34.5% (54) from the Goods & Services Advisory Committee meetings,
- 26.1% (42) from the Professional Services Advisory Committee meetings,
- 5.0% (8) from the combined Goods & Services and Professional Services Advisory committee meeting (July 2008)

# Construction Education Workshops and Attendance

## Results

### Workshop Title

“Expanding Your Niche in Your Construction Business”

24 Total attendees

“Inventory of Confidence for Obtaining Construction Business”

34 Total attendees

“Inventory of Confidence –  
The Goal of Business is to Make Money”

15 Total attendees

### Grand Total

3 Construction Education workshops

73 attendees



Dr. Warren Foster with presenter from August 20, 2009 workshop.

These workshops are facilitated and coordinated by Warren Foster, consultant to CPS Supplier Diversity, with the assistance of the CPS Supplier Diversity Department.

# Supplier Diversity Department Special Events

## Results

### Total Number of Events

5

2009 Annual Supplier Diversity Awards & Recognition Celebration

### Workshops

“Flavors of Diversity”, Cincinnati Spanish Academy, facilitators

“How to Swim and Not Sink in Today’s Marketplace” – KLEW Company, facilitators

“Staying Competitive in a Tight Market” – KLEW Company, facilitators

“Business License and Permit Requirements for the City of Cincinnati”

### Total Attendees

187

# Outreach to Membership Organizations, Service Providers and Resource Partners

## Results

Michael Allison, Consultant to CPS Supplier Diversity Report

35 Total Meetings Attended

2,088 Total meeting attendees

Monthly meetings representation on behalf of CPS include:

*African-American Chamber*

*Hispanic Chamber*

*South Central Ohio Minority Business Council*

*Faith Alliance (held at Urban League)*



Michael Allison and Onnie Martin, photo  
April 7, 2009 Advisory Committee meeting.

The Supplier Diversity Department and all Supplier Diversity Consultants perform some outreach. However, Mike is the primary person responsible for attending monthly meetings and special events that require us to set up booths.

# Goals

Construction Prime Bidders who win contracts are required to demonstrate  
“Good Faith Effort” to achieve:

25% - 30% Contracting with Small and Economically Disadvantaged  
Business Enterprises (SMWBE)

20% - 25% Contracting with Minority-owned Business Enterprises (MBE)

4% - 9% Contracting with Women-owned Business Enterprises (WBE)

20% Minority and Female Worker Hours associated with the contract

Results are posted quarterly and available on-line at the CPS public  
website:

<http://www.cps-k12.org/facilities/divreports/IncTrackRes.pdf>

**Cumulative FMP Projects Business Diversity Tracking Results  
July 2003 – June 2009\***

Large Business Enterprises (Non-minority)	\$358,553,148.00	51.64%
Small Business Enterprises (Non-minority)	\$209,397,726.00	30.16%
Small Minority Business Enterprises (Male & Female)	\$81,617,675.00	11.76%
Small Women Business Enterprises (Non-minority)	\$44,732,541.00	6.44%
<b>Total Contracts</b>	<b>\$694,301,090.00</b>	<b>100.00%</b>
Small Business Enterprises (Non-minority)	\$209,397,726.00	
Small Minority Business Enterprises (Male & Female)	\$81,617,675.00	
Small Women Business Enterprises (Non-minority)	\$44,732,541.00	
<b>Total Small and Economically Disadvantaged Businesses (SMWBE)</b>	<b>\$335,747,942.00</b>	<b>48.36%</b>

*\*This summary is produced from data extracted from the Supplier Diversity Department tracking report for FMP projects and includes Local Funded Initiatives (CPS) and Co-Funded (CPS & OSFC). Dollars include contractors and professional services awards and commitments to subcontractors and suppliers.*

**Workforce Hours - Cumulative July 2003 – June 2009\***

Minority Male	613,257.50	16.50%
Minority Female	30,991.25	0.80%
Non-minority Female	41,119.50	1.10%
<b>Total Worker Hours</b>	<b>685,368.25</b>	<b>18.40%</b>

*\*This summary is produced from data extracted from the Construction Manager tracking report.*

72% of our contracts have been awarded to businesses located  
in the Cincinnati Public Schools' MSA  
(Hamilton County based on 2003 disparity study)

# Goods and Services and Professional/Technical Services

30% Business Contracting with Small and Economically Disadvantaged Business Enterprises (SMWBE)

Equal Opportunity Policy requirements for projects valued \$50,000 or more. Good Faith Effort for inclusion of Small and Economically Disadvantaged Businesses and also for Minority and Female Worker Hours on CPS sites/projects associated with the contract.



Participants photo,  
August 20, 2009  
workshop.

## MBE Collaborative Website

### **Mission**

**We are a collaborative of diverse organizations that are strategically aligned on the common goals of:**

- **Increasing the number and capacity of minority commercial construction contractors and commercial construction related businesses.**
- **Developing and encouraging minority commercial construction firms to partner, form strategic alliances and/or minority owned joint-ventures to increase capacity.**
- **Ensuring that we are effectively utilizing minority commercial construction firms today as they continue to develop their capabilities to compete in both the short-term and long-term.**

### **Vision**

**To increase the number and grow the capacity of minority construction firms based in the Greater Cincinnati Region so that they can successfully compete in the short-term and long-term commercial construction marketplace.**

Sponsoring Organizations: Cincinnati Public Schools, South Central Ohio Minority Business Council, Urban League of Greater Cincinnati, Cincinnati Business Incubator, Inc., Allied Construction Industries, Inc., The Procter & Gamble Company, Greater Cincinnati & Northern Kentucky African-American Chamber of Commerce, Turner and Cincinnati Minority Contractors Business Assistance Program.

<http://www.cincinnatiimbecollaborative.org>

Allied Construction Industries  
Construction Contractors Technical  
Support Center (CCTSC)  
Presentation