

# Memorandum



CITY OF DALLAS

DATE February 1, 2019

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 **2018 Diversity Accomplishments & Performance Report**

On Monday, February 4, 2019, the Office of Business Diversity will brief the Government Performance & Financial Management Committee on the 2018 Diversity Accomplishments & Performance Report. I have attached the briefing for your review.

Please let me know if you need additional information.

A handwritten signature in black ink, appearing to read 'Kimberly Bizer Tolbert', written over a large, stylized circular flourish.

Kimberly Bizer Tolbert  
Chief of Staff to the City Manager

## Attachment

c: Honorable Mayor and Members of City Council  
T.C. Broadnax, City Manager  
Chris Caso, City Attorney (I)  
Carol Smith, City Auditor (I)  
Billieae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager  
Joey Zapata, Assistant City Manager  
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer  
M. Elizabeth Reich, Chief Financial Officer  
Laila Alequresh, Chief Innovation Officer  
Directors and Assistant Directors

# 2018 Diversity Accomplishments & Performance Report

Government Performance and  
Financial Management  
Committee Briefing

February 4, 2019



Zarin D. Gracey  
Director  
Office of Business Diversity

**City of Dallas**

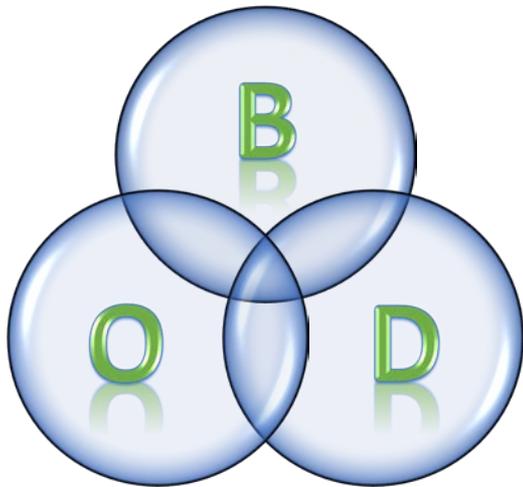
# Outline

- Program Mission and Objectives
- Meet the Team
  - New Website
- 2018 Highlights
- 2018 Diversity Accomplishments & Performance Report
- A Look Ahead
- Questions

# 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.*



### **O**PPORTUNITY CREATION

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

### **B**UILDING 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.

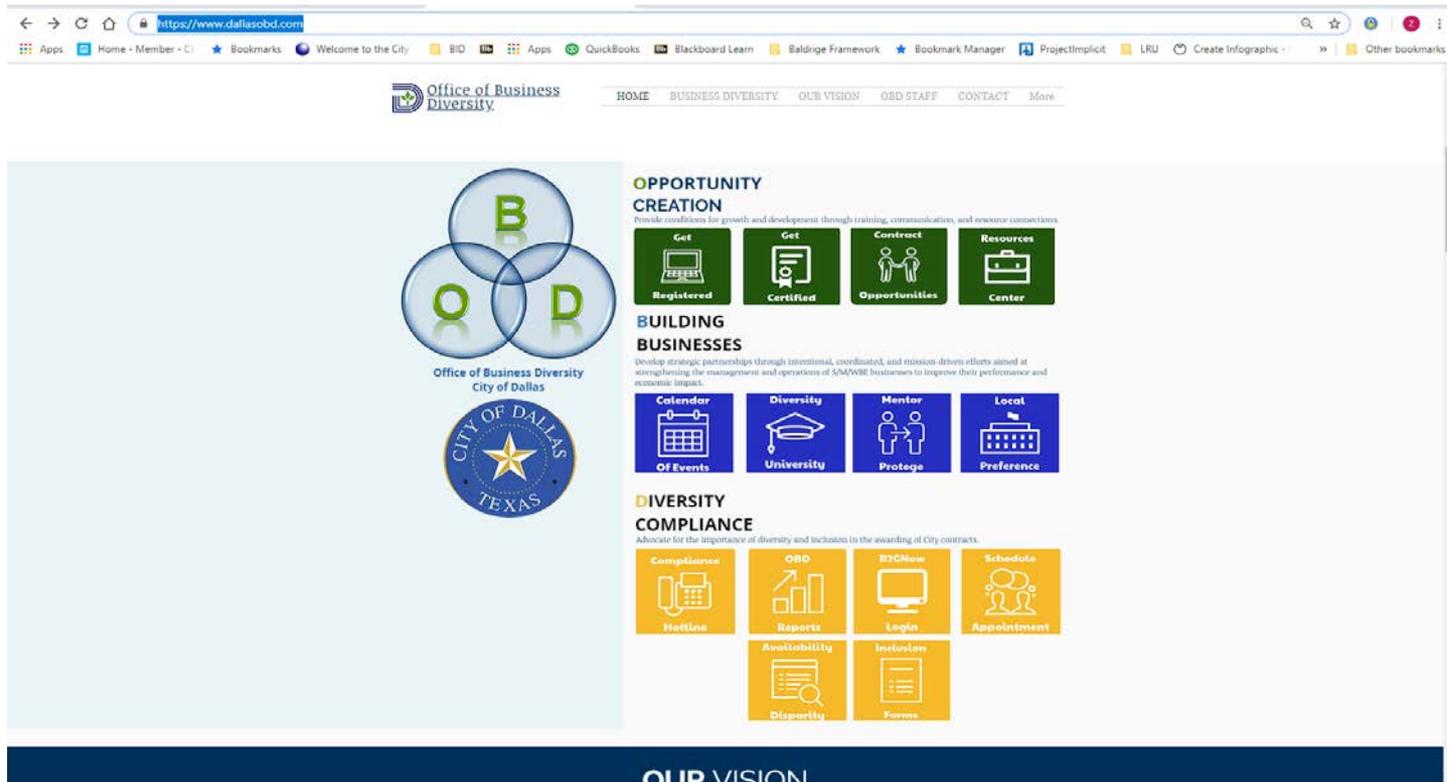
### **D**IVERSITY COMPLIANCE

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

# Meet the Team



# New OBD Website



<https://www.dallasobd.com/>

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# Outreach Events Highlights



# 2018 Highlights

## Training/Outreach

- 149 Training and outreach events
- 336 one-on-one's
- Implicit Bias training for all project managers
- Diversity University
  - Diversity Compliance: Making inclusion a reality vs. a goal
  - Procurement simulation
- Specialized Contracting Outreach
  - personal/artist services for instructors, performers, etc <sup>7</sup>

# 2018 Highlights

## 2017 Bond Program

- Program Manager Consultants
  - Three contracts awarded: Horizontal, Vertical, Parks
  - Total Value: \$14.98M
  - Total M/WBE participation: \$9.79M or 65.33%
  - 2 of the 3 teams are joint ventures
    - One team is 100% minority joint venture

# 2018 Highlights

## 2017 Bond Program

- Architecture & Engineering Projects
  - Solicitation for streets, transportation, flood protection, and storm drainage resulted in:
    - 70 firms responding (33 were M/WBEs)
    - 60 firms were awarded contracts (29 were M/WBEs)
    - \$91.8M or 45.10% overall M/WBE participation

# 2018 Awards & Recognitions

## Awards

- Most Outstanding Diversity Champion of the Year (Asian American Contractors Association of Texas)
- Minority Small Business Champion of the Year (U.S. Small Business Administration)
- Buy Those That Buy Us Honoree (DFW Minority Supplier Development Council)
- Supplier Diversity Champion of the Year (Subcontractors USA)

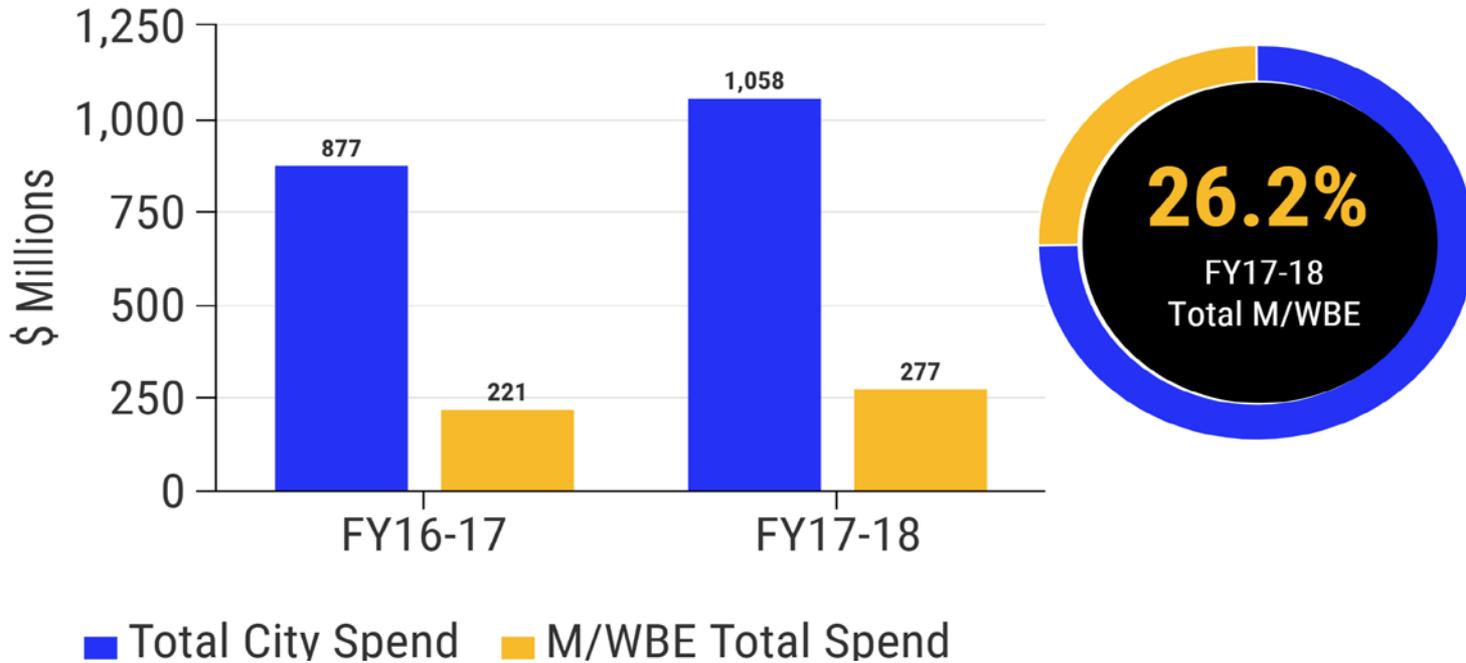
## Nominations

- Diversity Advocate of the Year (Regional Hispanic Contractors Association)
  - 4 staff members nominated

# 2018 Diversity Accomplishments & Performance Report

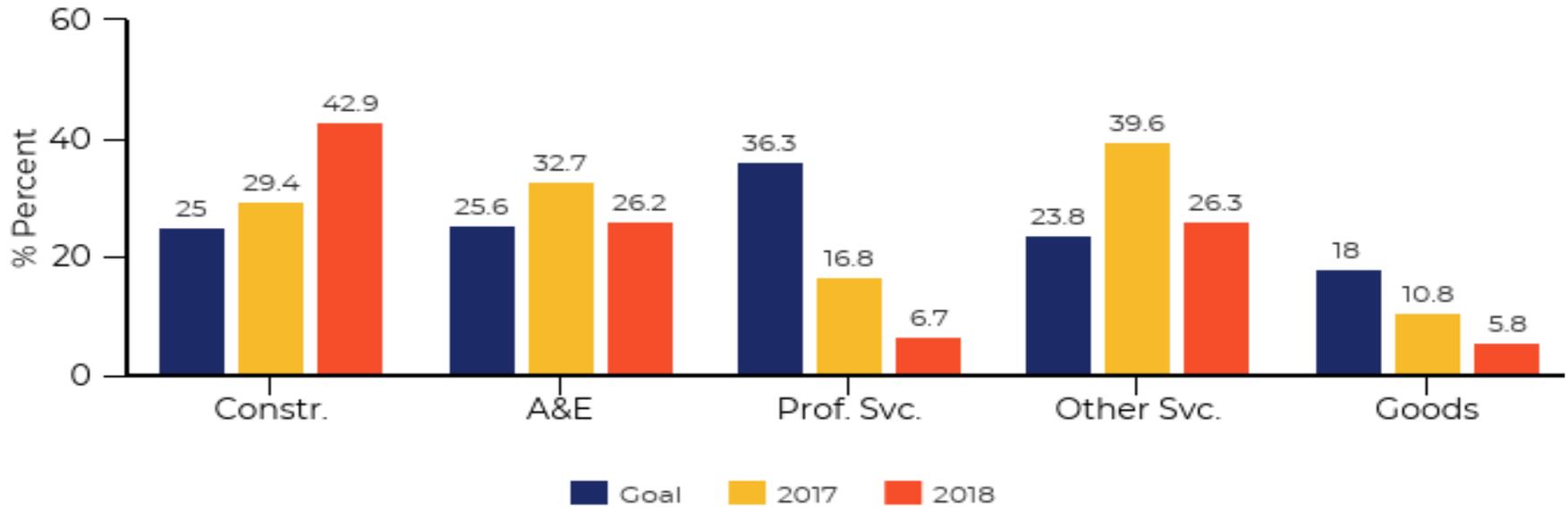
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# 2018 Diversity M/WBE Performance Report



- Total City spend increased from \$877M to \$1.06B which represents a 20.6% increase
- Total M/WBE spend increased from \$221M to \$277M which represents a 25.4%

# 2018 Diversity Accomplishments & Performance Report By Procurement Category



Please note:

- Professional services declined due to the award of an advance traffic management system, which is specialized in nature, and represented 20% of total professional services spend.
- Goods are typically shipped directly from the manufacturer which limits subcontracting opportunities

# 2018 Diversity Accomplishments & Performance Report By the Numbers

<p><b>\$1.0B</b></p>  <p><b>Total Spend</b></p>	<p><b>39.1% (\$414.2M)</b></p>  <p><b>Overall Local Spend</b></p>	<p><b>688</b></p>  <p><b>Total # of Contractors</b></p>
<p><b>\$227.8M</b></p>  <p><b>Total M/WBE Spend</b></p>	<p><b>54.1% (\$150.2M)</b></p>  <p><b>Local M/WBE Spend</b></p>	<p><b>271</b> <b>(41 Prime totaling \$57.2M)</b></p>  <p><b>Total # of M/WBEs</b></p>
<p><b>68</b></p>  <p><b>Total Training Sessions</b></p>	<p><b>81</b></p>  <p><b>Total Outreach Events</b></p>	<p><b>336</b></p>  <p><b>Total One-on-One</b></p>

# Dallas 365

## Strategic Priorities

- **Government Performance and Financial Management**

		<b>Government Performance and Financial Management</b>
Office of Business Diversity	Percent of dollars spent with local businesses	50%
FY17-18	Overall local spend	<b>39.1%</b>
	Local M/WBE spend	<b>54.1%</b>

# A Look Ahead

- **Availability and Disparity Study**
  - Phase I (Internal) Recommendations – Summer 2019
  - Phase II (External) Begins – Summer 2019
  - Availability & Disparity Study Report Briefing – Spring 2020
  - Diversity & Inclusion Policy Recommendation – Summer 2020
- **Diversity University**
  - Mergers & Acquisitions/Joint Ventures – February/March 2019
  - Banking/Capital Access – April 2019
  - Construction Procurements – May 2019
  - Procurement Simulation – June 2019
- **Technology**
  - Electronic Inclusion and Reporting – B2GNow
  - Electronic Procurement – Bonfire

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# B2GNow Electronic Reporting/Compliance

Venngage | Editor x Welcome to the City of Dallas x FY 2018-19 Budget Initiatives x List of Departments x Diversity Management System x Dallas City Hall Data Trans x dallas.diversitycompliance x

https://test.mwdbe.com/FrontPage/DiversityMain.asp?XID=5097

Apps Home - Member - CI Bookmarks Welcome to the City BID Apps QuickBooks Blackboard Learn Baldrige Framework Bookmark Manager ProjectImplicit LRU Create Infographic Other bookmarks

**Test System** **B2GNow** **Contract Management: Subcontractor List** [Help & Tools](#)

Main View Settings Subs Docs Change Orders & Task Orders Alerts Comments Messages Closeout

Compliance Audit List Compliance Audit Summary Compliance Audit FY Site Visits Reports

BF21523: Assessment of the Reunion Parking Center  
Prime: Hultt-Zollars, Inc.  
1/23/2010 - 1/23/2024

Status: Open  
Current Award: \$235,000  
Goal: 25.66% Total Paid: \$0  
% Credit: 0.00% For Credits: \$0

[Add Subcontractor](#)

**Prime Contractor**

Vendor Name	Certified	Inc. in Goal	Compliance Audit	Final Pmnt	Actions
Hultt-Zollars, Inc.	No	No	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>

**Subcontractor Award Totals**

	Current Contract Goal	All Subs	Original Subs Towards Goal With Deductions	Current Subs Towards Goal With Deductions	Subs Towards Goal
Amounts	\$60,301.00	\$97,290.00	\$74,025.00	\$74,025.00	\$74,025.00
Percentages	25.660%	41.400%	31.500%	31.500%	31.500%

**Subcontractors**

Subcontractor Name	Certified	Original Current	Type	Inc. in Goal	Compliance Audit	Final Pmnt	Actions
Accessology Too, LLC	Yes	\$1,410 \$1,410	Sub 100%	Yes M/WBE	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>
Apex Cost Consultants, Inc.	Yes	\$20,680 \$20,680	Sub 100%	No M/WBE	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>
focusEGD, LLC	No	\$17,390 \$17,390	Sub 100%	No M/WBE	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>
Guidepost Solutions LLC	No	\$16,685 \$16,685	Sub	No	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>
JQ Infrastructure LLC	Yes	\$30,080 \$30,080	Sub 100%	Yes M/WBE	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>
Lerch Bates Inc.	No	\$6,380 \$6,380	Sub	No	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>
ORSTDIAN FIRE CONSULTING, LLC	Yes	\$4,465 \$4,465	Sub 100%	Yes M/WBE	Yes	No	<a href="#">View</a> <a href="#">Edit</a> <a href="#">More...</a>

[Print All Sub Letters](#) [Print All Letters](#) [Message All Subs](#) [Message All](#) [Outreach All](#)

[Create Cert Tracking Log Records For All Contractors](#)

**Subcontractor Addition Requests**  
No subcontractor additions requested by prime contractor.

Customer Support  
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Logged on as: **Zarin Gracey**  
City of Dallas

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# QUESTIONS

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