

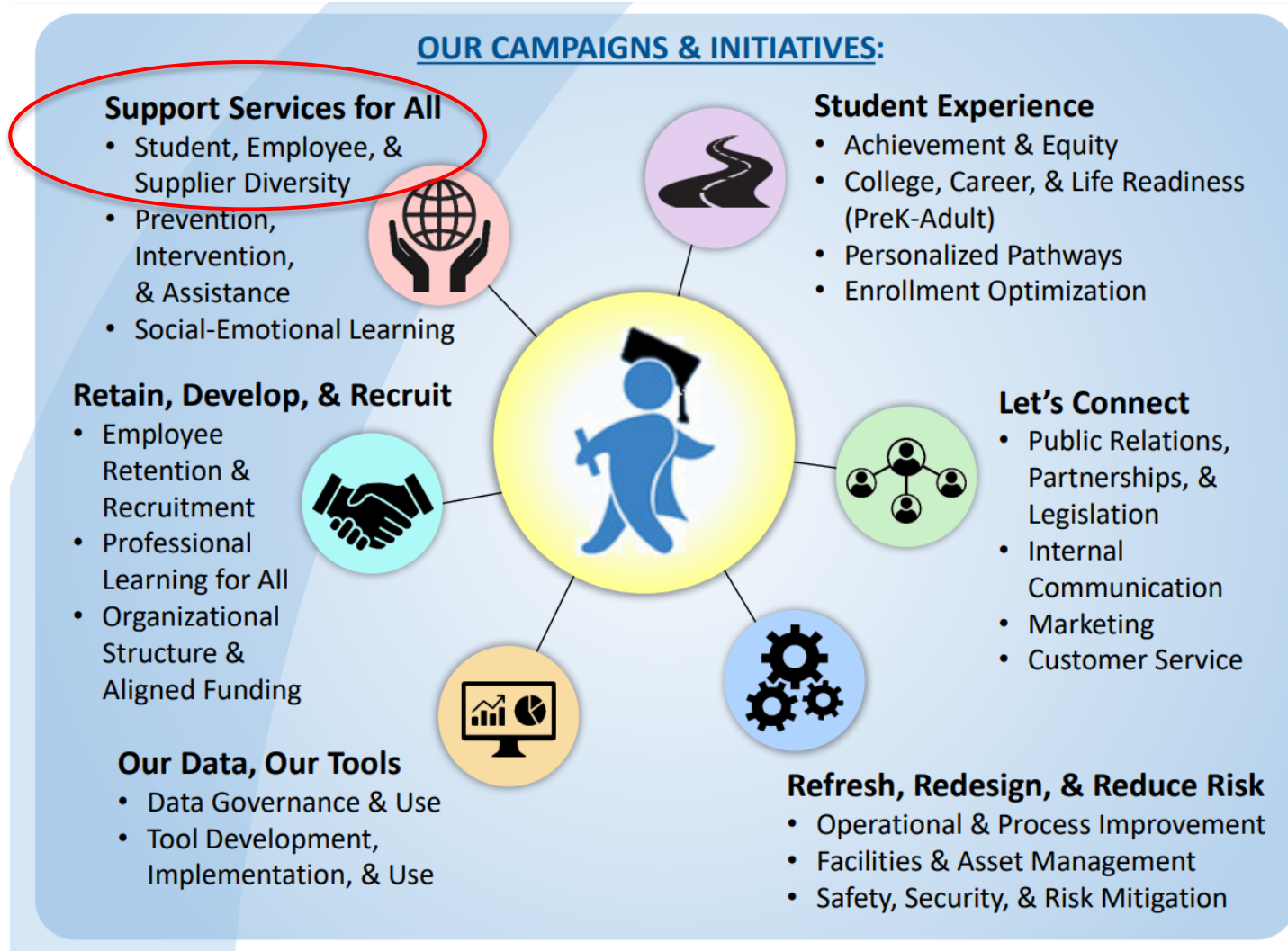


Economic Development & Diversity Compliance Department

Supplier Diversity Outreach Program **POLICY-3330, 2nd Board Workshop**

January 28, 2020

Highlight: Strategic Plan 2024



AGENDA

- Recap: Policy Workshop 10/29/19
- Recommended Policy Changes



Recap:

Supplier Diversity Outreach Program
Policy-3330 1st Board Workshop
October 29, 2019



Areas of Focus: Policy Review

| Area of Focus | Plans to Address (Discussion) |
|--|--|
| Certifications – Significant Business Presence | <p>S/M/WBE must be headquartered for at least one year within the relevant marketplace; at least fifty percent (50%) of its employees are domiciled and based in the marketplace.</p> <ul style="list-style-type: none">• FY18-19: 107 of 117 denied applicants due to significant business presence requirement! |
| Transitional S/M/WBE Status for Graduating Firms | <p>Allow graduating firms to have a <u>transitional period of two years</u> where in their size is monitored and they may continue to participate in the certification program in specific prime contract APIs.</p> |
| Minor Modifications | <p>Example: Update title references to reflect new organization chart, clarify definitions and additions to policy for clarification.</p> |



Recommended Policy Changes



Policy Review – Significant Business Presence

| Area of Focus | Plans to Address (Discussion) |
|---|--|
| Certifications – Significant Business Presence (Policy- Definitions- Page #13) | S/M/WBE must be headquartered for at least one year within the relevant marketplace; at least fifty percent (50%) of its employees are domiciled and based in the marketplace. <ul style="list-style-type: none">• 107 of 117 denied applicants due to significant business presence requirement! |
| | |

Two Criteria for Significant Business Presence:

1. Firm must be headquartered for at least one year
2. At least fifty percent (50%) of employees within marketplace

Previous discussion focused on the 2nd criteria of 50% of employees as the impediment to certification however a further review of the data reveals that the 1st criteria (location and tenure) caused over 90% of the denials.

RECOMMENDATION: No Policy Change.



Policy Review – Graduating Firms

| Area of Focus | Plans to Address (Discussion) |
|---|--|
| Transitional S/M/WBE Status for Graduating Firms (Policy- Definitions page #9) | Allow graduating firms to have a <u>transitional period of two years</u> where in their size is monitored and they may continue to participate in the certification program in specific prime contract APIs. |
| | |

Current policy requires firms to wait 2 years to reapply for recertification
RECOMMENDATION: Allow firms to immediately apply a for two year renewal

Graduated S/M/WBE firms shall be eligible to apply for S/M/WBE two year transitional renewal re-certification following the expiration of the two-year period immediately following graduation. Such application for S/M/WBE two year transitional renewal re-certification shall only be granted on condition that the graduated S/M/WBE firm presents documentation as required by the SDOP that establishes that the S/M/WBE firm's annual revenues and number of employees is have fallen below the SBA's small business size standards for the relevant industry for two consecutive years of the post-graduation period and remains such during the two year transitional renewal.



Policy Review – Minor Modifications (updates)

| Area of Focus | Plans to Address (Discussion) |
|---|---|
| Minor Modifications (Policy- numerous page refs) | Update title references to reflect new organization chart |
| | |

RECOMMENDATION: Suggested changes

Change: Supplier Diversity Outreach Program (SDOP)

To: Office of Economic Development & Diversity Compliance(EDDC)

Change: SDOP Coordinator / Coordinator of the SDOP

To: Officer, Economic Development & Diversity Compliance / EDDC

Change: Division of Facilities and Construction Management

To: Office of Facilities and Construction

Change: Chief of Facilities and Construction Management

To: Executive Director, Capital Programs

Add: Tri County Reciprocal Certification

Change: Recertification

To: Renewal



Policy Review – Minor Modifications (definitions)

| Area of Focus | Plans to Address (Discussion) |
|--|-------------------------------|
| Minor Modifications (Policy- Definitions Page 10) | Clarify Definitions |

RECOMMENDATION:
Add industry
category definitions
from the 2015
Disparity Study

Industry Categories – procurement groupings for the SBBC inclusive of construction, professional services, other contractual services, and commodities (i.e., manufacturing, wholesale and retail distribution of commodities). This term may sometimes be referred to as “business categories.”

- **Construction:** New construction, remodeling, renovations, leasing, lease-purchasing, day labor projects, additions to any educational building, or ancillary facility projects
- **Professional Services:** Services within the scope of architecture, professional engineering, landscape architecture, or registered surveying and mapping, as defined by the laws of the State of Florida, or those performed by any architect, professional engineer, landscape architect, or registered surveyor and mapper in connection with his or her professional employment practice.
- **Other Contractual Services:** Services rendered by individuals and firms who are independent contractors, which may include evaluations, consultations, maintenance, accounting, security, management systems, management consulting, educational training programs, research and development studies or reports on the findings of consultants engage there under, and professional, technical, and social services
- **Commodities:** Supplies, materials, goods, merchandise, food, equipment, information technology, and other personal property, including a mobile home, trailer, or other portable structure with less than 5,000 square feet of floor space, purchased, leased, or otherwise secured by contract.



Policy Review – Minor Modifications (Org)

| Area of Focus | Plans to Address (Discussion) |
|--|-------------------------------|
| Minor Modifications (Policy- Definitions Page 13) | Changes in the Organization |
| | |

RECOMMENDATION:

SDOP initiative is now managed by the Office of Economic Development & Diversity, that was established May 2019.

Supplier Diversity Outreach Program (SDOP) – refers to the program established by this Policy and the department that falls under the office of ~~Procurement & Warehousing Services~~ Economic Development & Diversity Compliance is primarily responsible for administering this Policy and promoting the economic inclusion of small, minority, and/or women-owned businesses in prime contracts and subcontracts that are solicited by, or on behalf of, the School District.



Focusing on Policy Updates, Next Steps Include...



Tentative Meeting Dates

1st Board Workshop

October 29, 2019

2nd Public Rule Development Workshop

Today, January 28, 2020

Final Adoption

TBD



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Appendix

- Timeline: The Evolving SDOP Function



Timeline: The Evolving SDOP Function

| TIMELINE / MILESTONES | |
|-----------------------|---|
| 2010 | SDOP position down-graded to a non-chart position |
| Feb 2014 | Workshop - SDOP overview |
| May 2014 | Organization change: elevated SDOP position to chart-level status |
| July 2014 | Disparity Study commissioned and Board approved analysis |
| Oct 2015 | Delivery of Final Report (study period: July 2008-June 2013) |
| Oct 2015 | Workshop – Disparity Study findings |
| Oct/Nov | Post delivery of final report: Communication Plan |
| Dec 2015 | Disparity Study implementation plan drafted |
| Jan 2016 | Disparity Study Work Group formed (29 internal and external stakeholders) |
| Apr 2016 | Workshop – Disparity Study procedure and policy update |
| Jan/June 2016 | Multiple Disparity Study Work Group meetings |
| June 2016 | Workshop – Disparity Study procedure and policy update |
| June/July 2016 | Organization alignment: Facilities, Heery and Procurement (SDOP) support requirements |
| Sept 2016 | Workshop : Initial policy revision discussion |
| Oct 2016 | 2 nd Rulemaking Proceeding (required two consecutive meetings in October 2016) |
| Nov 2016 | SDOP implementation plan drafted (policy revision, software, organization structure/staffing) |



Timeline: The Evolving SDOP Function (continued)

| TIMELINE / MILESTONES | |
|-----------------------|--|
| Jan 2017 | Policy 3330 adopted (Effective: July 2017) |
| Jan 2017 | Press release: New SDOP Policy Approved Effective July 1, 2017! |
| May 2017 | Procurement & Warehousing Services organization restructure: newly created SDOP function |
| Aug 2017 | Board Memo: SDOP Implementation Plan Update |
| Aug 2017 | SDOP End-of-Year Report: 2016/17 |
| Oct 2017 | Board approves Central Bidder Registration acquisition |
| Dec 2017 | Board Memo: SDOP Implementation Update |
| Oct 2018 | SDOP End-of-Year Report: 2017/18 |
| Dec 2018 | S/M/WBE Status Update |
| Jan 2019 | Workshop: Policy 3330 Implementation Update |
| Apr 2019 | Board Briefings: SDOP "Work-in-Progress" |
| May 2019 | Organization (Org) augmentation: Officer, Economic Development & Diversity Compliance approved |
| May- Sept 2019 | Multiple Community Focus Groups/Committee meetings; small vendor and large. |
| Sept 2019 | Posting and recruitment of Officer, Economic Development & Diversity Compliance position |
| Oct 2019 | Workshop: Supplier Diversity Outreach Program Policy 3330 – 1 st Workshop |
| Jan 2020 | Workshop: Supplier Diversity Outreach Program Policy 3330 – 2 nd Workshop |

