



1



Why Do Goal Programs Exist?

- This presentation is for M/WBE Business inclusion
- There is disparity in contracting to M/WBEs
- Public project funding is from taxpayers
- These programs are not quotas

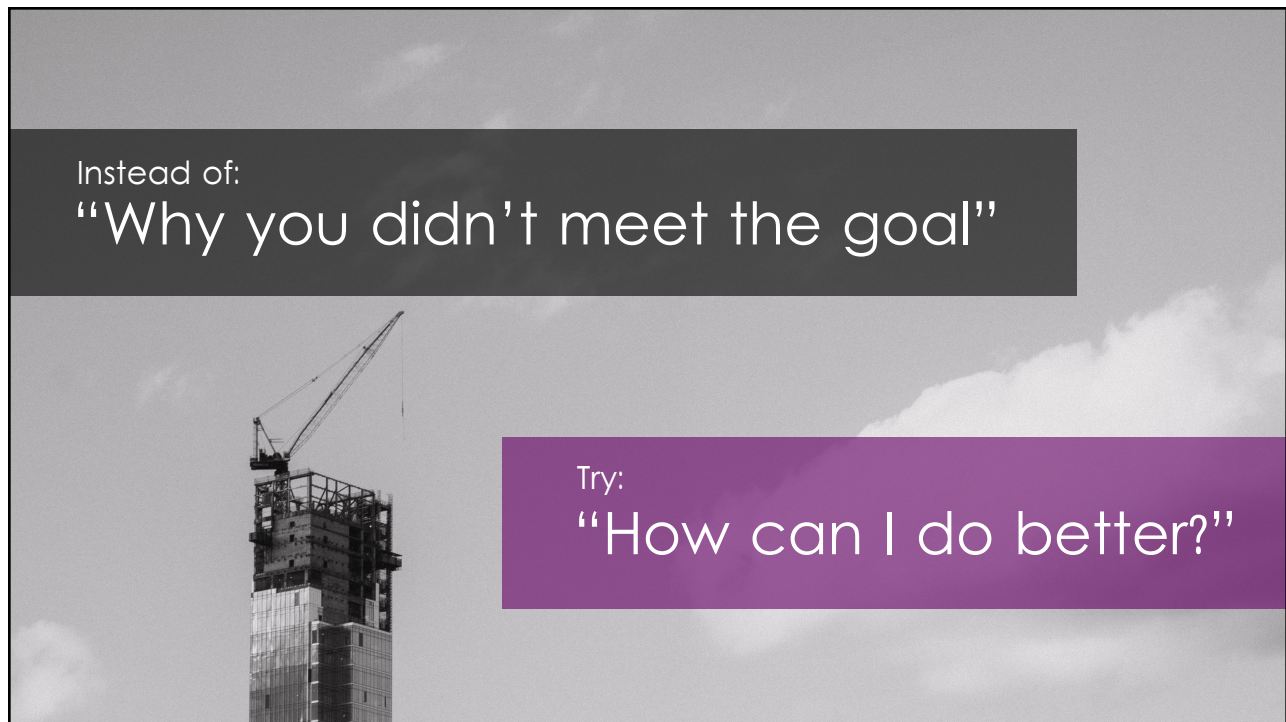
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How Has the Process Evolved

- Blast outreach to everyone on the directory
- Goal setting methodology
- Good Faith Efforts GFE definition
- Best value versus hard bid evaluations
- Commitment number and bidders used for the commitment
- Not just the GC that needs to meet the goals

3



Instead of:

“Why you didn’t meet the goal”

Try:

“How can I do better?”

4

Outreach Best Practices

- Vendor Lists versus Vendor Relationships
- Get PMs and Estimators involved in relationships not just the DEI professional or office manager
- Make project information available and easily accessible
- Involvement in Organizations representing M/WBE community
- Host Meet and Greet for M/WBEs
- Mentor M/WBEs




5

Bidding Best Practices

- Enforce goals on Subcontractors – require GFE documentation
- Outreach only on scopes needed
- Dismantle bid shopping practices
- Have conversations with the W/MBEs during bidding and give feedback to unsuccessful bidders if requested
- Be intentional in contractor selection
- Inform/Utilize M/WBEs on goal projects and private projects
- Implement company wide inclusion goals

6



Project Management Best Practices

- Assist with paperwork requirements
- Make prompt payment arrangements if possible
- Timely submit pay applications to speed up process
- Best Practices for Change Order
- Work with subs on schedule changes out of their control
- Utilize all subs throughout the project - even if the goal is met
- Pay out retainage




7



Result of Good Equity and Inclusion

- Risk Management
- More subcontractors will bid on your projects
- Best Value reviews your company's overall track record
- Employee Retention
- Your relationship in the industry does matter

8

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