

SBEDA Program 2023 Disparity Study Request for Proposal Post Solicitation Briefing



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**

SBEDA Committee
August 26, 2021
Michael Sindon, Administrator



PURPOSE OF SBEDA

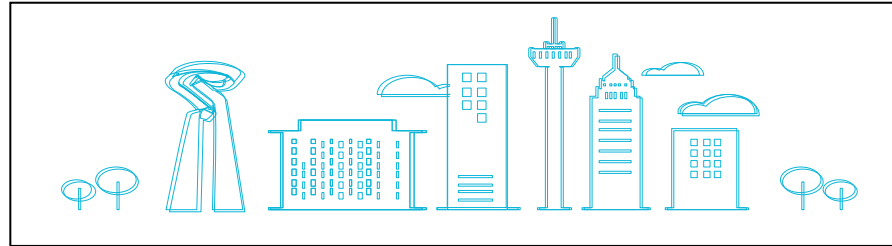
**Promote the use of local small, minority,
and women-owned businesses on
City contracts to cure documented
racial and gender disparities**





PURPOSE OF A DISPARITY STUDY

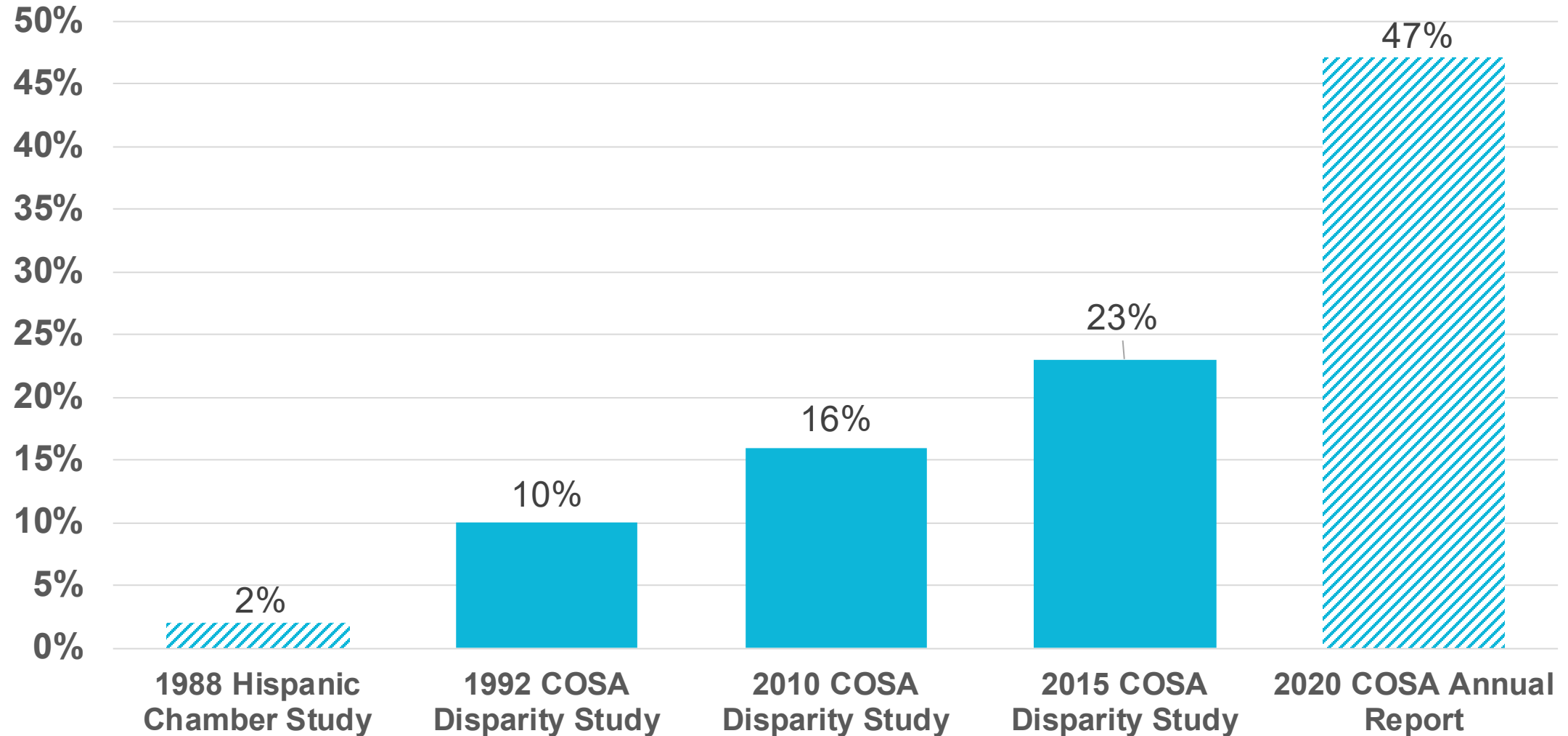
COMPILER AND EVALUATE EVIDENCE



- M/WBE contracting programs must meet “strict constitutional scrutiny” (***Richmond v Croson, Supreme Court 1989***)
 - Statistical evidence of disparities in the market area
 - Anecdotal evidence of barriers to full and fair inclusion
 - Remedies must be “narrowly tailored” to that evidence
- Industry standard is to conduct a disparity study every five to seven years to reevaluate the factors listed above



HISTORY OF SBEDA





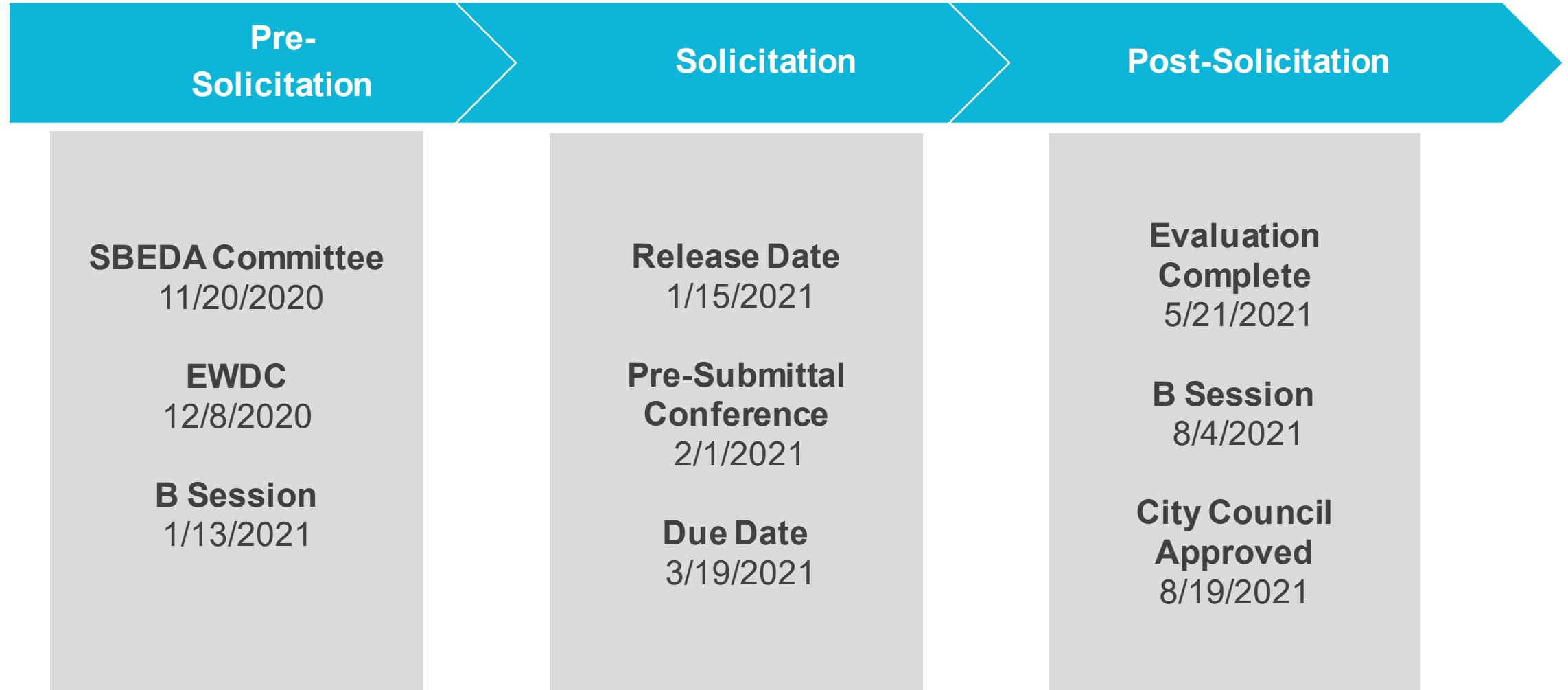
AMENDMENTS TO SBEDA

Since 2010, the SBEDA program has undergone significant amendments to increase the utilization of local small, minority, and women-owned businesses on City contracts

2010 Amendments	2016 Amendments
<ul style="list-style-type: none">➤ Evaluation Points Based on Prime Certification➤ Contract Specific Subcontracting Goals➤ Central Vendor Registry➤ Goal Setting Committee➤ Compliance Module	<ul style="list-style-type: none">➤ Expanded the Use of Evaluation Points Based on Prime Certification➤ Expanded the Use of Contract Specific Subcontracting Goals➤ Self-Performance of Contract Specific Subcontracting Goals



SOLICITATION TIMELINE





CONTRACT SCOPE OVERVIEW

- Evaluate City of San Antonio contracting data from years 2014 through 2020
- Evaluate other various public and private sector data
- Research if disparities exist in the following business ownership ethnic and gender categories:

All Minority and Women Combined	African American	Asian American
Hispanic American	Native American	Women

- Research will be broken down in the following business industry categories:

All Industries Combined	Construction	Architecture & Engineering
Professional Services	Other Services	Goods & Supplies



CONTRACT DELIVERABLES

- 1) Define the **relevant marketplace** within which to conduct the study
- 2) Calculate **custom availability** of minority and women-owned businesses that are ready, willing and able to do business with the City of San Antonio
- 3) Analyze minority and women-owned business **utilization** on City contracts
- 4) Determine any causation between **disparities** and **discrimination**
- 5) Determine if **barriers** exist through public and private practices
- 6) Analyze the effectiveness of current **race- and gender-neutral remedies**
- 7) Recommend the **suspension, continuation, or expansion** the SBEDA program



SOLICITATION OVERVIEW

Solicitation Type	Request for Proposal
Estimated Value	Not to exceed \$800,000
Proposed Term	1 year with 2, 1-year options



EVALUATION OVERVIEW

Evaluation Criteria	<ul style="list-style-type: none">- Experience, Background, Qualifications: 25 points- Proposed Plan: 30 points- Pricing: 20 points- SBEDA: 10 points- Local Preference: 10 points- Veteran Owned Small Business Preference: 5 points
Evaluation Committee Members	<ul style="list-style-type: none">- Alejandra Lopez, Assistant City Manager- Ana Bradshaw, Assistance Director, EDD- Michael Sindon, Administrator, EDD- Norbert Dziuk, Assistant Director, Finance- Juanita Sepulveda, Chair, SBEDA Committee
Responses	<ul style="list-style-type: none">- 3 vendors responded to the solicitation- 1 vendor deemed non-responsive for not demonstrating their ability to meet the 20% M/WBE SBEDA Subcontracting Requirement



DUE DILIGENCE

Finance and Audit Departments – Due Diligence Results

Number of vendors notified: 521

Number of vendors at pre-submittal conference: 6

Number of responses received: 3

Results of Minimum Requirements Review:

- One firm deemed non-responsive due to failure to meet the SBEDA requirements.

Results of Due Diligence Review:

- No material findings.



SCORING MATRIX



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Evaluation Criteria		Maximum Points	Colette Holt & Associates	The RAND Corporation
A	Experience, Background, Qualifications	25	22.80	13.20
B	Proposed Plan	30	27.20	16.20
C	Price	20	20.00	19.34
D	SBEDA	10	10.00	0.00
E	Local Preference Program	10	10.00	0.00
F	Veteran-Owned Small Business Preference Program	5	0.00	0.00
Total Score		100	90.00	48.74
Rank			1	2



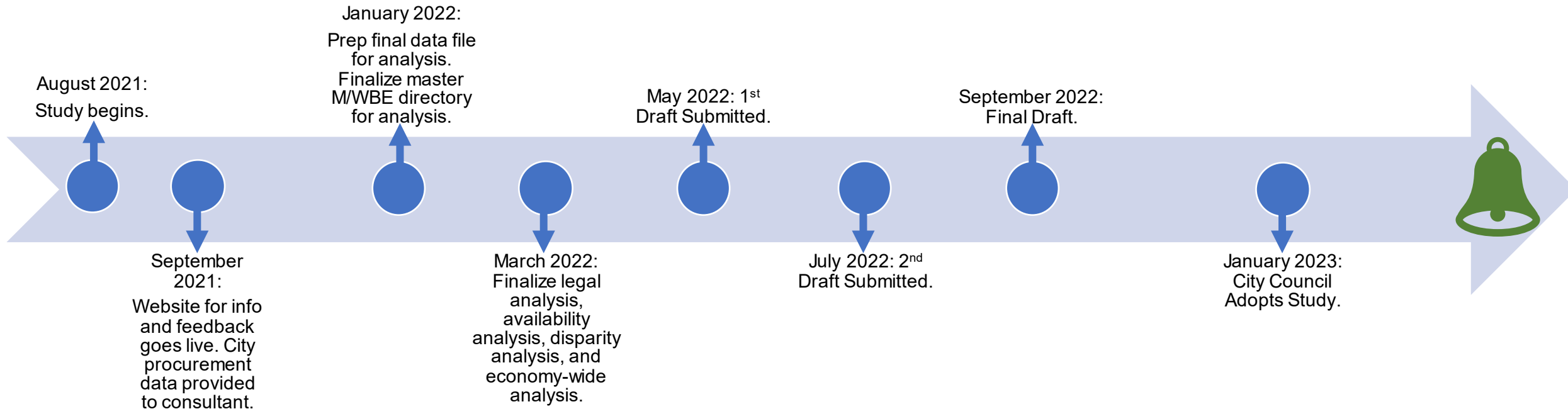
COLETTE HOLT & ASSOCIATES BACKGROUND

- Co-authored the National Model Disparity Study Guidelines
- Previous disparity studies and methodologies have been repeatedly upheld in courts when challenged
- 37 years of experience in this specific field of work
- Conducted dozens of disparity studies for other municipalities including the City of Austin, Travis County, Texas Department of Transportation, and SAWS



DISPARITY STUDY TIMELINE

Public Engagement Throughout Study: Individual & Group Interviews, Surveys, Meetings



Post adoption of the study by City Council, staff will evaluate potential amendments to the SBEDA Ordinance in collaboration with the small business community through a separate engagement process

Exhibit B - Schedule of Material Tasks/ Deliverables

TASK	Deliverables (see below)	Primary Responsibility	*8/21	9/21	10/21	11/21	12/21	1/22	2/22	3/22	4/22	5/22	6/22 - 8/22	9/22 - 12 /22	1/23 - 5/23	6/23 - 2/24
Study Guide and Data collection introductory telephone calls		Ilene Grossman														
Kick off Meeting with City staff		Colette Holt														
Review case law and perform legal analysis	#1	Colette Holt														
Develop, update, and maintain dedicated study website		Glenn Sullivan														
Perform directory collection and create Master M/WBE Directory for utilization and availability analysis and study outreach	#6	Glenn Sullivan														
Public Introductory Meeting	#3	Colette Holt														
Submit request for Program documents to City and other entities	#4, #5	Victoria Farrell														
Review all documents to ensure full submittal	#4, #5	Colette Holt														
Review all program documents	#4, #5	Colette Holt														
Conduct staff interviews	#9, #11	Colette Holt														
Initial collection data files from the City	#2, #6	Ilene Grossman														
Question and answer/ clarification of Initial Data Files	#2, #6	Glenn Sullivan														
Create Sample Contract Data Files	#2, #6	Dr. Steven Pitts														
Obtain missing data, including subcontract data, from prime contractors	#2, #6	Glenn Sullivan														
Prepare Final Data File for analysis	#2, #6	Glenn Sullivan														
Conduct statistical utilization analyses	#2	Dr. Steven Pitts														
Conduct statistical availability analyses	#6, #7, #8	Dr. Steven Pitts														
Conduct statistical disparity analyses	#9	Dr. Steven Pitts														

TASK	Deliverables (see below)	Primary Responsibility	*8/21	9/21	10/21	11/21	12/21	1/22	2/22	3/22	4/22	5/22	6/22 - 8/22	9/22 - 12 /22	1/23 - 5/23	6/23 - 2/24
Perform Economy-wide Analyses	#10	Dr. Steven Pitts														
Perform Community Outreach	#12	Victoria Farrell														
Conduct Small Group Stakeholder/Business Owner Interview Sessions	#3, #9, #10, #11, #12	Colette Holt														
Conduct Business Owner Electronic Survey	#3, #9, #10, #11, #12	Victoria Farrell														
Develop narrowly tailored remedies and recommendations	#13, #14, #16	Colette Holt														
Disparity Study 1st Draft Report and Presentation	#16	Colette Holt														
Disparity Study 2nd Draft Report and Presentations	#16, #17	Colette Holt														
Disparity Study Final Draft Report and Presentations	#15, #16, #17	Colette Holt														
City Council adopts the study		Colette Holt														
Potential amendments made to the SBEDA Ordinance	#14	Colette Holt														

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