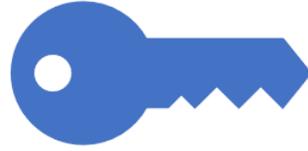
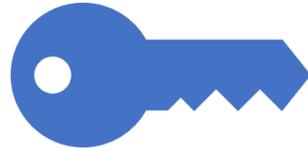


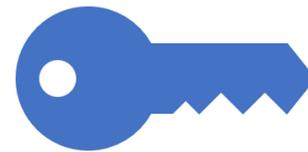
# MWBE PROGRAM



## Timeline for Implementation of Disparity Study Recommendations



January 19, 2023



**MWBE** | Minority/Women  
Business Enterprise  
of Guilford County

# Guilford County Core Values

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## **TRANSPARENCY & COMMUNICATION**

We are committed to open and accessible government driven by information sharing.



## **EQUITY & INCLUSION**

We celebrate diversity and support equitable service delivery and stakeholder inclusion.



## **ACCOUNTABILITY**

We are stewards of the public's resources and accept responsibility for the fiscal and physical health of the county.



## **SERVICE & OUTCOMES EXCELLENCE**

We strive for compassionate and professional service delivery provided in an innovative and effective way.



## **OUR PEOPLE MATTER**

We provide a positive and compassionate work environment that supports the financial, physical, mental, and social wellbeing of our team members

# MWBE Program Mission

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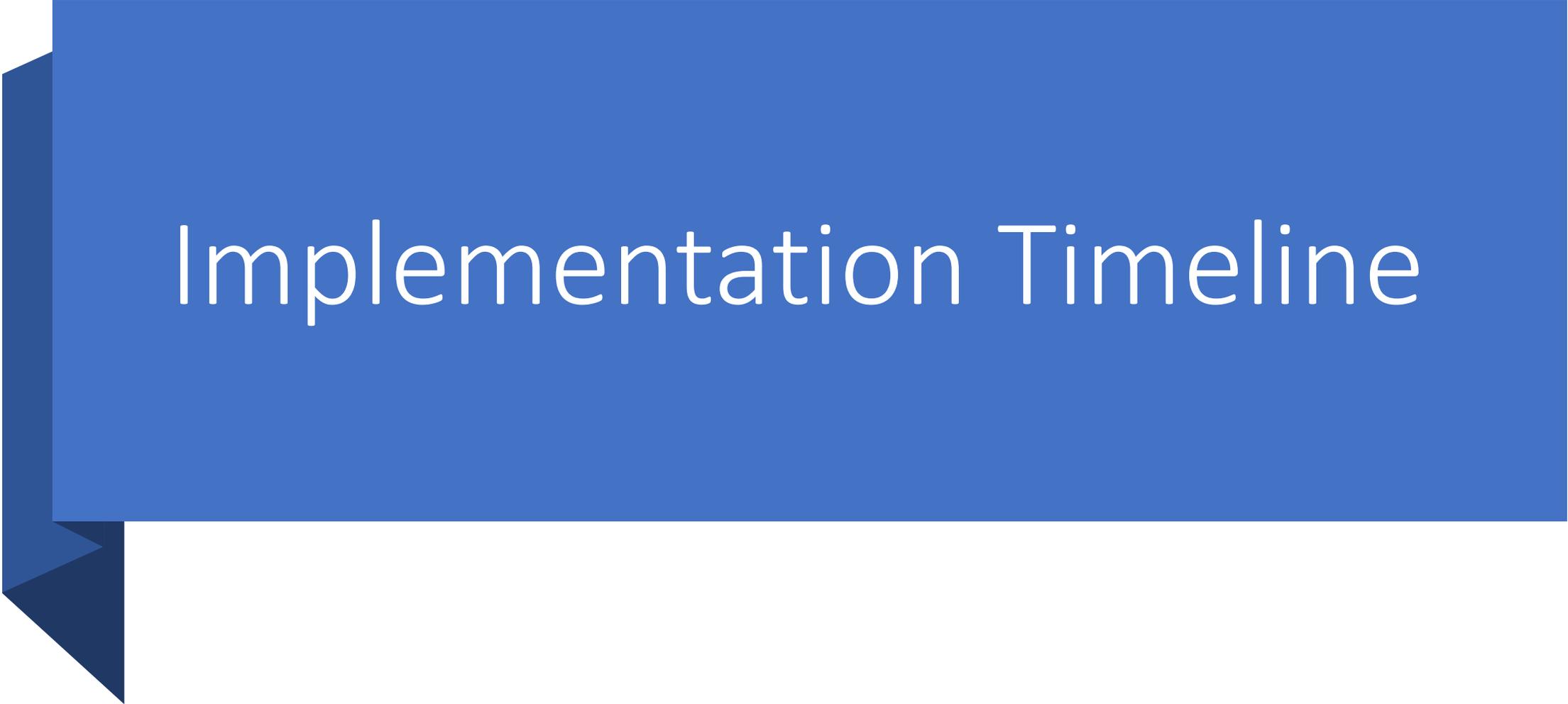
- Provide minorities and women equal opportunity to participate in all aspects of Guilford County's contracting and purchasing programs
- Prohibit discrimination against a person or business in pursuit of these opportunities on the basis of race, color, sex, religion or national origin
- To provide greater information, service, and responsiveness to MWBE's
- To increase communication between all Guilford County Departments and MWBE's

A blue ribbon graphic with a white border, featuring the text "Disparity Study Recommendations".

# Disparity Study Recommendations

# RECOMMENDATIONS

1. Draft official MWBE program policy with attached procedural manual
2. Set MBE and WBE contract-by-contract goals
3. Institute a sheltered market program
4. Enhance contract compliance efforts
5. Review bonding requirements
6. Implement procurement forecasting at 12-18 months prior to solicitation
7. Improve communication between county, bidders and potential Bidders
8. Invest in broader and more targeted outreach & supporting services
9. Require joint ventures on large construction projects
10. Institute data reform
11. Allocate additional resources and staffing

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# Implementation Timeline

# Disparity Study Recommendations Implementation Timeline

DATE	DISPARITY STUDY RECOMMENDATION	#	COMMENTS
Jan 2023	Allocate additional resources and staffing	11	BOC approved January 5, 2023
Jan 2023	Review bonding requirements	5	Include in the policy for Small Business enterprises and add review of procurements requiring bonding immediately
Feb 2023	Draft official MWBE program policy with procedural manual BOC Adopt Policy and Procedure – February 2023	1	Should include policy chapter for a race and gender neutral or small business enterprise program
Feb 2023	Improve communication between county, bidders, and potential Bidders	7	Changes underway communicating with primes and certified firms through update of solicitation templates & pre-bids
March 2023	Invest in broader and more targeted outreach & supporting services	8	Work with consultants and M&C to create plan and implement until Outreach staff hired
March 2023	Enhance contract compliance efforts	4	Improvements underway, but most improvement will come with the implementation of compliance system July 2023
July 2023	Institute data reform <ul style="list-style-type: none"> <li>Select software – Feb 2023</li> </ul> Implement payment tracking and compliance software	10	Prime contract data reform is underway but will need a software to fully implement subcontractor data reform. Timeline is dependent on IT integration timeline.
July 2023	Set MBE and WBE contract-by-contract goals	2	Change effective at FY start to accommodate organizational training to new policy and procedure
July 2023	Institute a sheltered market program Implement a Small Business Enterprise program	3	Will need collaboration with Procurement to change and implement policy for informal contracts
July 2024	Implement procurement forecasting 12-18 months prior to solicitation <ul style="list-style-type: none"> <li>Implement EarlyBird App</li> </ul>	6	Will require implementation of forecasting software, major collaboration with procurement and organization retraining
July 2024	Require joint ventures on large construction projects	9	Require collaboration with procurement, facilities and retraining of vendors and organization to be successful

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# 90 Day MWBE Action Plan

# Disparity Study Recommendation - 90 Day Action Plan

	Description	30 DAY January	60 DAY February	90 DAY March
Program	Disparity Study	BOC Disparity Study Adoption <i>DS Rec #1</i>		
	Policy and Procedure	Draft MWBE Policy	BOC MWBE Policy & Procedure Adoption <i>DS Rec #1</i>	
	Reporting	Gap Analysis	Implement Data Cleanup	Draft FY2022 Annual Report <i>DS Rec #10</i>
	Communication, Marketing, and Outreach	Draft 15- month plan with M&C Department	Implement M&C Plan <i>DS #7 &amp; 8</i>	
Operational	Staff Assessment	Propose new structure <i>DS Rec #11</i>		
	Organizational Alignment	Adopt New MWBE Structure <i>DS Rec #11</i>		
	Budget	Fund FY2023 5 Staff and Consulting <i>DS Rec #11</i>	FY2024 Budget Complete <i>DS Rec #11</i>	
Technology	MWBE Contract Compliance	Changes underway		Implement Org Training <i>DS Rec #3&amp;4</i>
	MWBE Compliance Software	Software Review Underway	Determine Software Selection	Begin implementation <i>DS Rec #10</i>

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MWBE Program Wins

# 100 Day Wins

## MWBE Program

March 2023

### PROGRAM WINS

- BOC Approval for 5 MWBE Positions and Consulting Services
- BOC Disparity Study Adoption
- BOC Policy and Procedure Adoption

### OPERATIONAL WINS

- Strengthen Goal Setting, Compliance and Reporting Processes
- FY2024 Budget approved to support new organization structure and MWBE programs

### TECHNOLOGY WINS

- RFP issued for software to track spend and certifications
- Draft FY2022 Annual Report for MWBE Spend
- Reporting Gap Analysis for Prime Spend

# Questions