

April 18, 2019

19-100

AFFIRMS BOARD POLICY ON MINORITY, WOMEN-OWNED AND EMERGING SMALL BUSINESS PARTICIPATION AND WORKFORCE DEVELOPMENT. RECOGNIZES ADDITION OF SERVICE DISABLED VETERAN OWNED BUSINESSES AND DISADVANTAGED BUSINESS ENTERPRISES TO STATE OF OREGON CO-BID PROGRAM. ESTABLISHES ASPIRATIONAL GOALS FOR WORKFORCE DIVERSITY ON CONSTRUCTION PROJECTS

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REPORT: Board policy B506 adopted in 2007 commits the college to a procurement diversity plan that engages the Minority, Women and Emerging Small Business community. As part of this process the college has an aspirational goal of 20% MWESB participation in construction projects funded by bond proceeds. The college uses the certification process administered by the State of Oregon Certification Office for Business Inclusion and Diversity (COBID) to verify that firms meet the requirements. Since the adoption of the college policy in 2007 COBID has added two further certifications – Service Disabled Veteran owned business and Disadvantaged Business Enterprise. If this resolution is approved the College would include firms with these designations in the aspirational goal. The college would also seek to amend the 20% participation goal to allow no more than 14% of the goal to come from Emerging Small Businesses.

The college currently requires contractors to make reasonable efforts to ensure that their workforce reflects the diversity of the Portland Metropolitan area. Consultation with other public agencies found that they were now setting

aspirational goals for minority and women's participation in construction projects. The college would like to set a goals of 20% minority and 15% women's workforce participation on projects. This goal would also apply to consultants used on bond projects. The college is in discussions with the City of Portland on an Intergovernmental Agreement where the City will receive the workforce participation reports from contractors on our behalf and utilize their existing tracking system to provide us reports. The City already has similar agreements in place with Metro and Portland Public Schools.

RECOMMENDATION: That the Board of Directors agree to expand the existing MWESB program to include Service Disabled Veteran owned business and Disadvantaged Business Enterprises, and to revise the aspiration goals to allow no more than 14% of the participation to come from Emerging Small Businesses. That the Board of Directors agree to set an aspirational goal of 20% minority and 15% women's workforce participation for both contractors and consultants on bond projects.