

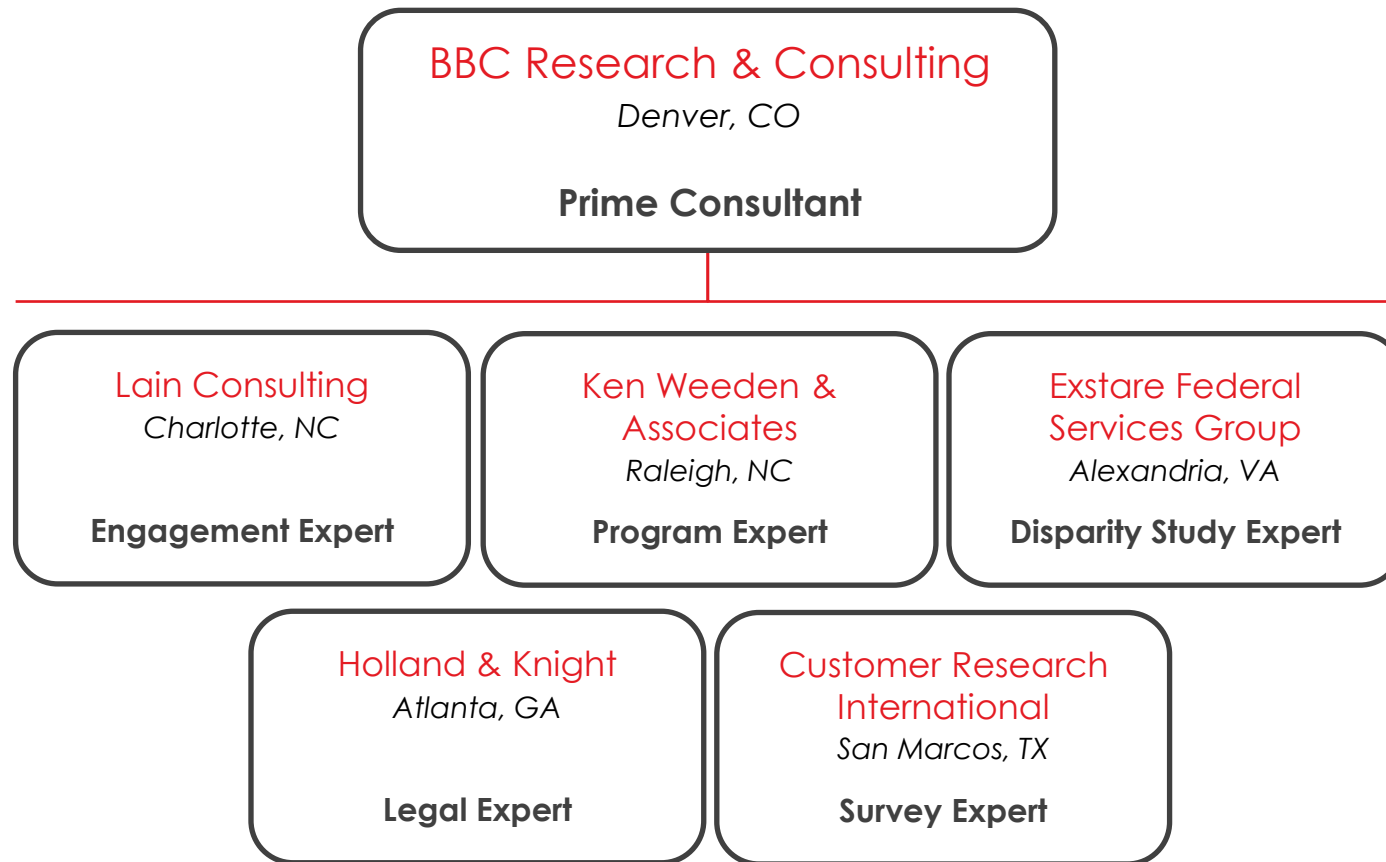


2016 CITY OF CHARLOTTE DISPARITY STUDY

BBC
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PROJECT TEAM

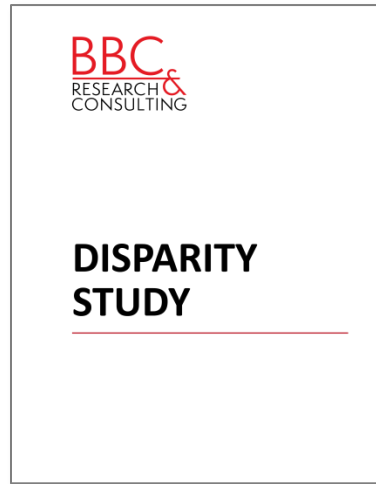


DISPARITY STUDY OBJECTIVES

Do minority-/woman- businesses (M/Ws) face barriers in City contracting?

- Assess any underutilization of M/Ws
- Examine barriers in local marketplace
- Review contract policies, program measures
- Refine current program measures
- Ensure legal compliance

BBC DISPARITY STUDY



Project management
Community engagement
Legal analysis and framework
Review of contracting
Utilization analysis
Availability analysis
Disparity analysis
Explorations for any disparities
Analyses of marketplace conditions
Recommendations
Reports and presentations

COMMUNITY ENGAGEMENT



Informational efforts

- Advisory committee
- Webpage/e-mail
- Public notices
- Report dissemination



Engagement efforts

- Public hearings
- Telephone surveys
- In-depth interviews

UTILIZATION ANALYSIS

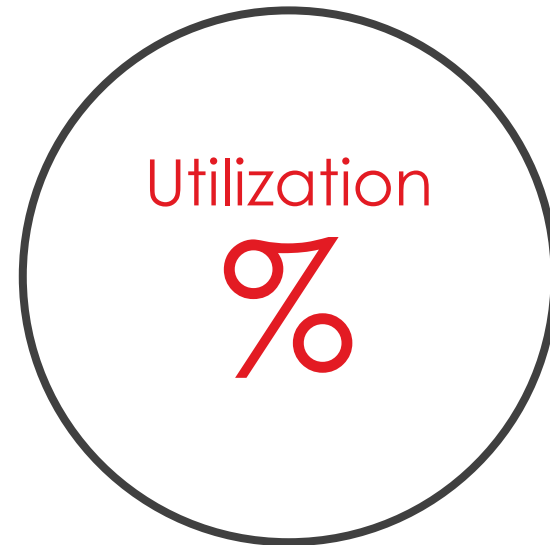
Determine percentage of dollars that went to M/Ws

City data

- Contract data
- Vendor data

Survey data

- Lines of work
- Race and gender



AVAILABILITY ANALYSIS

Determine percentage of dollars M/Ws available for on relevant City contracts

City data

- Contract data
- Vendor data

Survey data

- Lines of work
- Contractor role
- Year established
- Relative capacity
- Headquarters and locations
- Qualifications and interest
- Race and gender

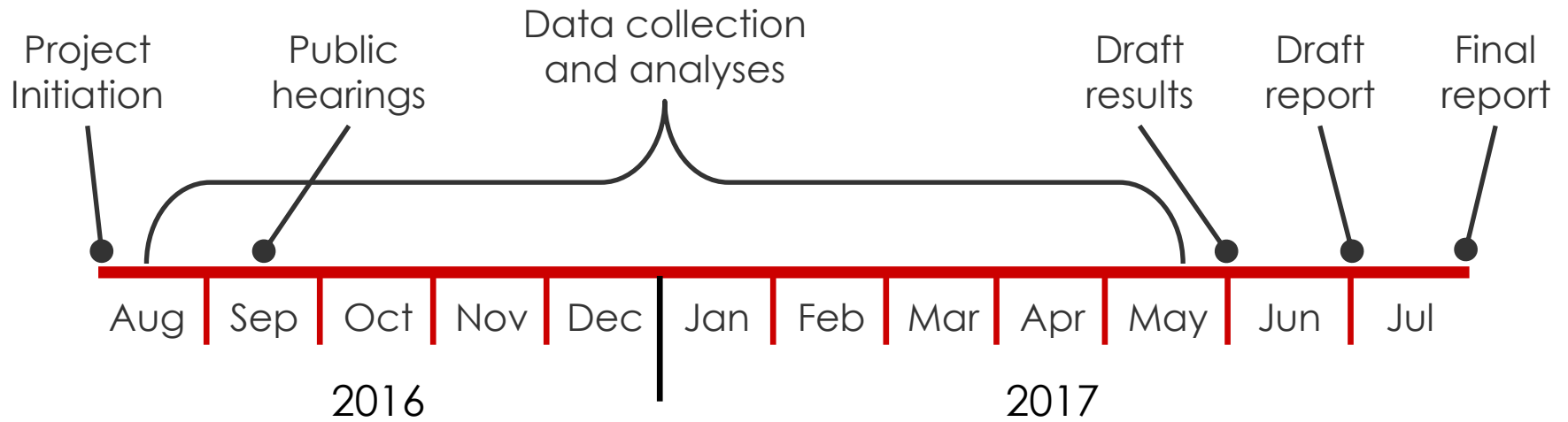


DISPARITY ANALYSIS

Assess differences between participation and availability

$$\frac{\text{X\% Utilization}}{\text{X\% Availability}} = \text{DISPARITY INDEX}$$

PROJECT TIMELINE



QUESTIONS

TESTIMONY

Verbal or written testimony related to experiences in the local marketplace

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- Race- or gender-based discrimination
- Barriers to success
- Payment issues
- Private or public sector work
- Prime contractor or subcontractor work
- Working with the City