

July 1, 2020 – June 30, 2021

# Equal Business Opportunity Program Annual Report FY21

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## **Office of Minority and Women Business Assistance (BAO)**

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# A MESSAGE FROM METRO'S PURCHASING AGENT AND BUSINESS ASSISTANCE OFFICE DIRECTOR

In 2019 Metro Government began implementation of the Equal Business Opportunity Program. This was an ambitious undertaking. Nashville is among the only municipalities to require separate race and gender subcontractor utilization on city projects.

The EBO Program is setting industry standards not only because it is among the first, but also because it is delivering results. In the second year, **84 contracts were awarded** under the program.

Highlights include:

- **\$69.3 million increase** in proposed spending with **woman owned** (WBE) businesses
  - **233% increase** in **women owned** subcontractor participation
- **\$105.9 million increase** in proposed spending with **black and brown owned** (MBE) businesses
  - **549% increase** in **black and brown owned** subcontractor participation
- **16%** - average combined **EBO goal**
  - **9%** - average for **woman owned** businesses
  - **7%** - average for **black and brown owned** businesses

As you can see, the Equal Business Opportunity Program is making a real impact. Both the Division of Purchases and the Business Assistance Office are grateful for your continued support of Nashville's black, brown, and woman owned businesses. We welcome the opportunity to discuss the EBO Program with you anytime and commend this report for your consideration.

Best,

*Michelle Hernandez Lane*

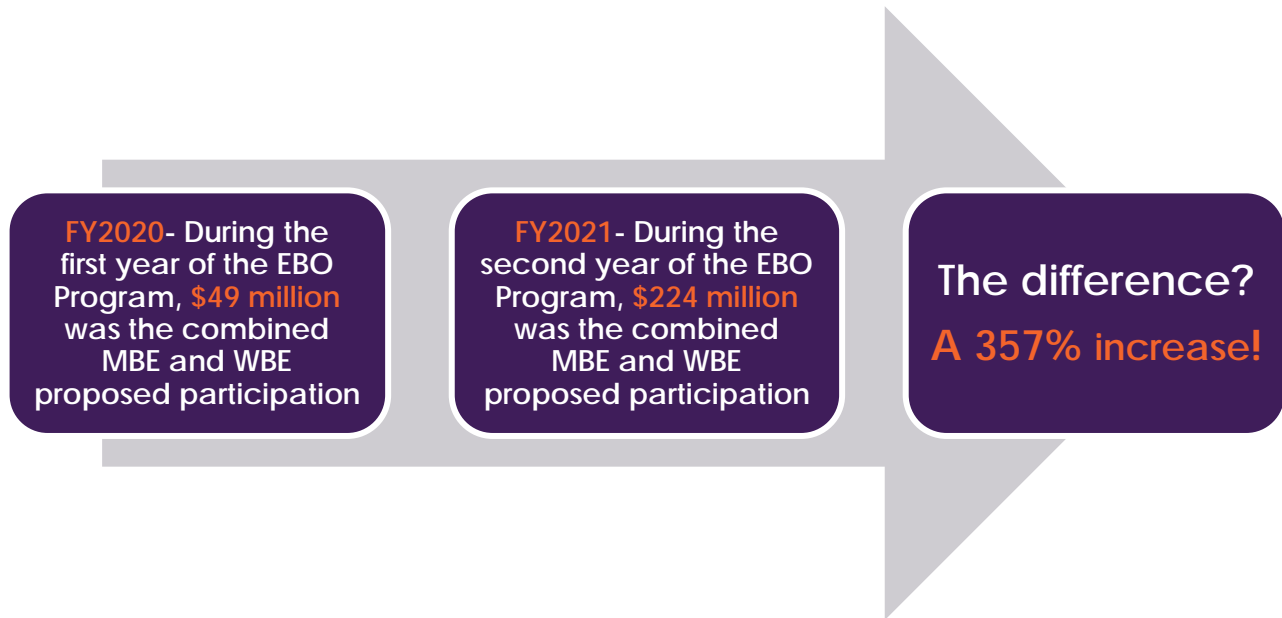
Chief Procurement Officer/Purchasing Agent, Michelle Hernandez Lane

*Christopher S. Wood*

Director/Finance Manager, Christopher S. Wood

# EXECUTIVE SUMMARY

This annual report illustrates how the Equal Business Opportunity Program is helping increase utilization of certified minority owned (MBE) and woman owned (WBE) businesses on Metropolitan Government of Nashville and Davidson County projects.



Proposed participation is the amount of work committed over the life of a contract by a prime contractor to subcontractors at the time of award.

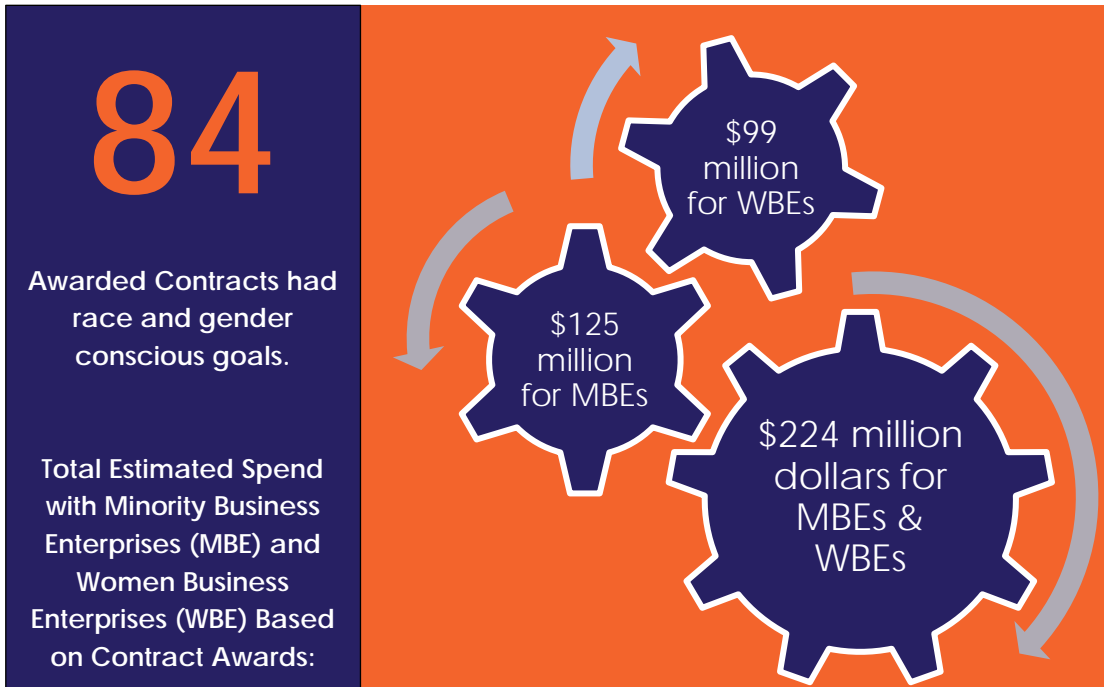
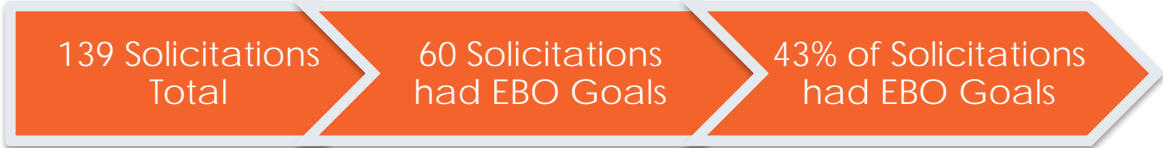
These numbers represent commitments, not payments. Change orders and amendments will be reflected in subsequent reports for the fiscal years in which they were effectuated.

For fiscal year 2020, the first year of the EBO Program, the proposed participation on Metro awards were **\$19 million** dollars for MBE subcontractors and **\$30 million** dollars for WBE subcontractors. In fiscal year 2021, the second year of the EBO Program, the proposed participation on Metro awards increased to **\$125 million** dollars for MBE subcontractors and **\$99 million** dollars for WBE subcontractors.

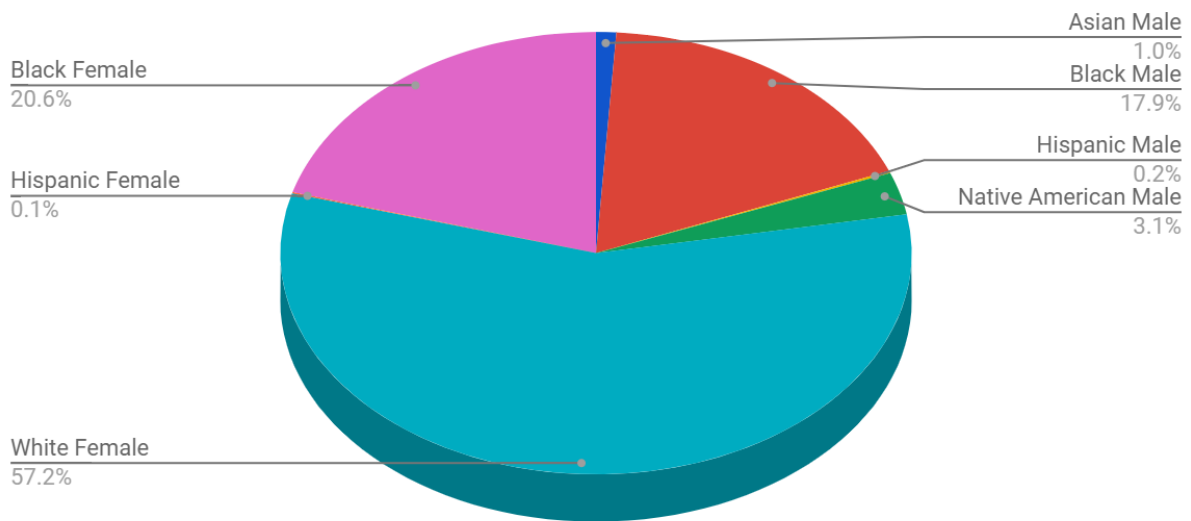
This is a **357%** increase in proposed participation from the first year the EBO Program was put in place to the second year of its existence.

The average MBE proposed participation was **7%**; the average WBE proposed participation was **9%**.











A more detailed demographic breakdown of fiscal year 2021 awardees is on Page 7 and Appendix II.



### Participation by Demographics



## Ethnicity and Gender Breakdown for Subcontractor Contract Participation

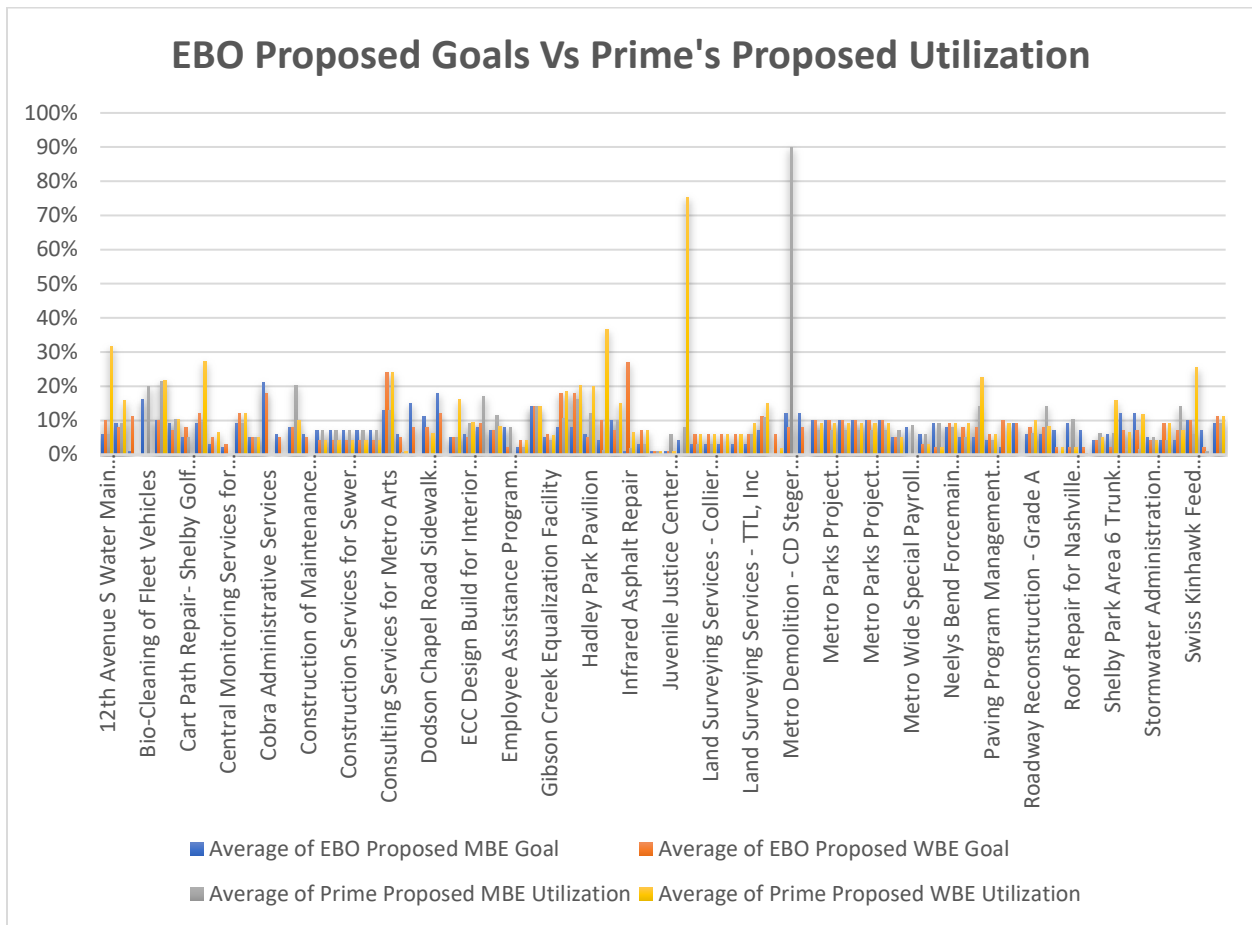
	<p><b>Asian Male</b>  <b>95</b> certified firms;  <b>\$1,646,055.60</b> dollars</p>	<p><b>Asian Female</b>  <b>54</b> certified firms;  <b>\$0</b> dollars</p>	
	<p><b>Black Male</b>  <b>396</b> certified firms;  <b>\$28,398,416.36</b> dollars</p>	<p><b>Black Female</b>  <b>252</b> certified firms;  <b>\$32,704,955.11</b> dollars</p>	
	<p><b>Hispanic Male</b>  <b>65</b> certified firms;  <b>\$249,967.17</b> dollars</p>	<p><b>Hispanic Female</b>  <b>38</b> certified firms;  <b>\$137,957.67</b> dollars</p>	
	<p><b>Native American Male</b>  <b>23</b> certified firms;  <b>\$4,908,227.90</b> dollars</p>	<p><b>Native American Female</b>  <b>12</b> certified firms;  <b>\$0</b> dollars</p>	
	<p><b>White Female</b>  <b>686</b> certified firms;  <b>\$90,772,027.07</b> dollars</p>	<p><b>Totals</b>  <b>1,621</b> certified firms;  <b>\$158,817,606.88</b> dollars</p>	

## Ethnicity and Gender Breakdown for Metro's Certified Directory



# YEAR TWO HIGHLIGHTS

- **84** contracts were awarded with race and gender subcontractor participation goals.
- **18** contracts were awarded to Metro approved Small Business Enterprises (SBEs), **10** were awarded to certified WBEs, and **5** were awarded certified MBEs to perform as prime contractors.
- **53** unique MBE subcontractors were proposed, and **50** unique WBE subcontractors proposed.
- **63%** of contracts awarded to vendors that met or exceeded participation goals; **37%** of contracts awarded to vendors that met good faith effort requirements.
- The average MBE project goal set by Metro was **7%**; the average MBE proposed participation by awarded vendors was **7%**. This represents an **equal** utilization relative to the availability.
- The average WBE project goal set by Metro was **7%**; the average WBE proposed participation by awarded vendors was **9%**. This represents a **2%** overutilization relative to the availability.
- The highest MBE proposed participation was **90%**.
- The highest WBE proposed participation was **75%**.



<sup>1</sup> Metro goals are determined by committee based upon availability of firms as determined in the disparity study.

<sup>2</sup> A chart showing the full list of projects and their utilization numbers is available at the end of this report.

## MBE and WBE Availability, Aspirational Goals, and Achievement by Procurement Sector

Construction	Non-Professional Services
Total Spent: \$1,622,750,652.06	Total Spent: \$72,465,000.00
MBE: 7% Availability; 13% Aspirational; 8% Achieved	MBE: 9% Availability; 23% Aspirational; 5% Achieved
WBE: 7% Availability; 12% Aspirational; 9% Achieved	WBE: 10% Availability; 16% Aspirational; 5% Achieved
Professional Services	Goods
Total Spent: \$107,890,763.73	Total Spent: \$14,966,532.71
MBE: 7% Availability; 24% Aspirational; 7% Achieved	MBE: 13% Availability; 10% Aspirational; 59% Achieved
WBE: 6% Availability; 16% Aspirational; 9% Achieved	WBE: 10% Availability; 11% Aspirational; 41% Achieved

## MBE and WBE Contract Participation Breakdown by Procurement Sector and Utilization

	Sum of Contract Value	Count of Needed Good Faith Efforts?	Sum of Prime Proposed MBE Utilization \$	Sum of Prime Proposed WBE Utilization \$
<b>Construction</b>	\$ 1,635,106,228.00	17	\$ 112,189,539.69	\$ 90,821,853.20
12th Avenue S Water Main Replacements	\$ 5,244,200.00		\$ 315,700.84	\$ 1,657,167.20
Annex Avenue	\$ 1,664,616.00		\$ 149,815.44	\$ 262,177.02
Blair Blvd Sewer Re-Route	\$ 258,975.00		\$ 55,679.63	\$ 56,456.55
Brick Church Pike Sidewalk Improvement and Water Line Relocation	\$ 2,468,085.00		\$ 254,212.76	\$ 251,744.67
Cart Path Repair- Shelby Golf Course	\$ 99,950.00	1	\$ 4,997.50	\$ -
Castleman Drive Water Main	\$ 2,899,885.00		\$ 273,169.17	\$ 791,378.62
Centennial Park - Children's Memory Garden construction	\$ 1,957,140.00	1	\$ -	\$ 128,975.53
Cheatham Place Sewer	\$ 369,691.96		\$ 33,272.28	\$ 44,363.04
CMAR Road and Utilities MLS	\$ 19,081,373.21		\$ 954,068.66	\$ 954,068.66
Construction of Maintenance Building at the Fairgrounds Nashville	\$ 743,844.00	1	\$ -	\$ -
Construction Services for Sewer System Rehabilitation - BLD Services	\$ 250,000,000.00		\$ 17,500,000.00	\$ 10,000,000.00
Construction Services for Sewer System Rehabilitation - Granite Inliner	\$ 250,000,000.00		\$ 17,500,000.00	\$ 10,000,000.00
Construction Services for Sewer System Rehabilitation - Insituform Technologies	\$ 250,000,000.00		\$ 17,500,000.00	\$ 10,000,000.00
Construction Services for Sewer System Rehabilitation - SAK Construction	\$ 250,000,000.00		\$ 17,500,000.00	\$ 10,000,000.00
Construction Services for Sewer System Rehabilitation - SBW Constructors	\$ 250,000,000.00		\$ 17,500,000.00	\$ 10,000,000.00
Davidson Branch Pump Station and Equalization Facility	\$ 29,777,000.00	1	\$ 148,885.00	\$ 229,282.90
Demolition of 16 Homes	\$ 181,370.00	1	\$ -	\$ -
Dodson Chapel Road Sidewalk Replacement	\$ 800,690.50	1	\$ -	\$ 50,123.23
Dry Creek WWTP New Ultra Violet Disinfection System	\$ 4,965,200.00		\$ 248,260.00	\$ 794,432.00
ECC Design Build for Interior Renovations (Design Only)	\$ 2,500,000.00		\$ 224,000.00	\$ 237,500.00
Elmington Tennis Court Renovation	\$ 156,876.00		\$ 18,056.43	\$ 13,005.02
Flood Protection System at the Dry Creek Wastewater Treatment Plant	\$ 1,865,280.00		\$ 37,305.60	\$ 74,611.20
Gibson Creek Equalization Facility	\$ 18,950,000.00	1	\$ 805,375.00	\$ 1,078,255.00
Group 1 Resurfacing	\$ 30,000,000.00		\$ 3,198,000.00	\$ 5,514,000.00
Group 4 Resurfacing	\$ 30,000,000.00		\$ 4,800,000.00	\$ 6,105,000.00
Hadley Park Pavilion	\$ 685,977.50		\$ 82,317.30	\$ 137,195.50
Hillwood Park Watermain	\$ 1,509,886.76	1	\$ 20,081.49	\$ 554,883.38
HVAC Maintenance, Installation, and Repair Services	\$ 25,000,000.00		\$ 2,500,000.00	\$ 3,750,000.00
Infrared Asphalt Repair	\$ 10,000,000.00	1	\$ 190,000.00	\$ 635,000.00
Installation of 36-Inch Water Main near Division Street	\$ 1,774,154.00		\$ 53,224.62	\$ 124,190.78
Installation of Omohundro Water Treatment Plant's Air Burst System	\$ 2,944,852.00		\$ 29,448.52	\$ 29,448.52
Madison Station Boulevard Road Construction	\$ 8,583,032.30		\$ 925,250.88	\$ 1,277,155.21
Maplewood Trace Sidewalk Improvements and MWS Relocations	\$ 1,339,159.00	1	\$ -	\$ 24,908.36
Metro Demolition - CD Steger Construction	\$ 6,900.00	1	\$ 6,210.00	\$ -
Metro Demolition - Modern Day Wrecking	\$ 37,610.00	1	\$ -	\$ -
Nashville Community Care & Rehabilitation Center at Bordeaux Roof Restoration	\$ 254,820.00		\$ 22,933.80	\$ 5,096.40
Neelys Bend Forcemain Replacement	\$ 578,721.00		\$ 46,644.91	\$ 53,242.33
Parking Lot Maintenance, Repair and Other Services - Jarrett Builders	\$ 5,000,000.00		\$ 250,000.00	\$ 459,000.00
Parking Lot Maintenance, Repair and Other Services - Sessions Paving	\$ 5,000,000.00		\$ 709,500.00	\$ 1,132,500.00
Replacement of Fire Hydrants, Valves and Parts	\$ 4,000,000.00	1	\$ -	\$ -
Roadway Reconstruction - Grade A	\$ 7,500,000.00		\$ 458,250.00	\$ 745,500.00
Roadway Reconstruction - Walker	\$ 7,500,000.00		\$ 1,064,250.00	\$ 607,500.00
Roof Repair for Frederick Douglas Head Start	\$ 126,973.00	1	\$ -	\$ 2,539.46
Roof Repair for Nashville Carnegie North Branch Library	\$ 88,380.00		\$ 9,191.52	\$ 1,767.60
Roof Repair for Vocational Center at Drug Court 4	\$ 73,000.00	1	\$ 240.90	\$ -
Shelby Golf Course Irrigation Repair	\$ 385,000.00		\$ 24,255.00	\$ 19,250.00
Sidewalk and Bikeway Repair Services - Grade A Construction	\$ 20,000,000.00		\$ 332,000.00	\$ 1,282,000.00
Sidewalk and Bikeway Repair Services - Roy T. Goodwin	\$ 20,000,000.00	1	\$ 306,000.00	\$ 2,370,000.00
Stormwater Administration Building and Garage Construction	\$ 15,271,500.77		\$ 765,102.19	\$ 618,495.78
Stormwater Construction-Reconstruction Projects	\$ 75,000,000.00		\$ 3,067,500.00	\$ 6,817,500.00
Stormwater Maintenance Services	\$ 15,000,000.00		\$ 2,100,000.00	\$ 1,050,000.00
Swiss Kinhawk Feed Reconfiguration	\$ 3,462,085.00	1	\$ 206,340.27	\$ 882,139.26

<b>Non-Professional Service</b>	\$ 72,465,000.00	8	\$ 2,591,450.00	\$ 1,553,600.00
Bill Printing & Mailing Services for Water Services	\$ 8,000,000.00	1	\$ -	\$ -
Bio-Cleaning of Fleet Vehicles	\$ 250,000.00	1	\$ 50,000.00	\$ -
Central Monitoring Services for Security and Fire Alarms	\$ 1,000,000.00	1	\$ -	\$ -
Cobra Administrative Services	\$ 200,000.00	1	\$ -	\$ -
Collection Waste and Recycling Containers	\$ 20,000,000.00	1	\$ -	\$ -
Consulting Services for Metro Arts	\$ 165,000.00		\$ 21,450.00	\$ 39,600.00
Drug and Alcohol Testing Program Administration Services	\$ 3,850,000.00	1	\$ -	\$ -
General Repair and Maintenance Services	\$ 6,000,000.00		\$ 840,000.00	\$ 840,000.00
Juvenile Justice Center Management Services	\$ 28,000,000.00	1	\$ 1,680,000.00	\$ 224,000.00
Provide Design, Fabrication, Repairs and Installation of Interior and Exterior Signage/Flags	\$ 5,000,000.00	1	\$ -	\$ 450,000.00
<b>Professional Service</b>	\$ 107,968,763.73	6	\$ 10,413,411.71	\$ 6,685,311.18
Community Development and Regulation (CDR) Process Analysis	\$ 2,147,850.00		\$ 436,013.55	\$ 212,637.15
Electrical Service For The Maintenance of Roadway Illumination Systems	\$ 2,500,000.00	1	\$ 425,000.00	\$ -
Employee Assistance Program (EAP) Services	\$ 975,000.00	1	\$ 78,000.00	\$ -
K.R. Harrington Water Treatment Plant Utility Transformer Replacement	\$ 1,350,000.00	1	\$ 108,000.00	\$ 1,016,550.00
Land Surveying Services - Barge Design	\$ 100,000.00		\$ 3,000.00	\$ 6,000.00
Land Surveying Services - Collier Engineering	\$ 100,000.00		\$ 3,000.00	\$ 6,000.00
Land Surveying Services - Gresham Smith	\$ 100,000.00	1	\$ -	\$ 6,000.00
Land Surveying Services - Lamar Dunn	\$ 100,000.00	1	\$ -	\$ 6,000.00
Land Surveying Services - TTL, Inc	\$ 100,000.00		\$ 6,000.00	\$ 9,000.00
Metro Parks Project Management and Design Services - Barge	\$ 5,000,000.00		\$ 350,000.00	\$ 450,000.00
Metro Parks Project Management and Design Services - Collier	\$ 5,000,000.00		\$ 350,000.00	\$ 450,000.00
Metro Parks Project Management and Design Services - Gresham Smith	\$ 5,000,000.00		\$ 350,000.00	\$ 450,000.00
Metro Parks Project Management and Design Services - KCI Tech	\$ 5,000,000.00		\$ 350,000.00	\$ 450,000.00
Metro Parks Project Management and Design Services - Kimley-Horn	\$ 5,000,000.00		\$ 350,000.00	\$ 450,000.00
Metro Parks Project Management and Design Services - Melvin Gill Architects	\$ 5,000,000.00	1	\$ 350,000.00	\$ 450,000.00
Metro Wide Building Envelope Commissioning Services	\$ 8,170,343.05		\$ 571,924.01	\$ 408,517.15
Metro Wide Special Payroll Services	\$ 7,000,000.00		\$ 595,000.00	\$ -
Mill Creek Trunk Improvement and Equalization Facility Design	\$ 33,927,573.68		\$ 2,035,654.42	\$ 1,017,827.21
Paving Program Management Services	\$ 10,000,000.00		\$ 400,000.00	\$ 600,000.00
Project Support Services - Staff Augmentation	\$ 10,000,000.00		\$ 3,606,000.00	\$ 653,000.00
Tank Inspections	\$ 1,000,000.00		\$ 10,000.00	\$ -
Vision Zero Action Plan	\$ 397,997.00		\$ 35,819.73	\$ 43,779.67
<b>Grand Total</b>	\$ 1,815,539,991.73	31	\$ 125,194,401.41	\$ 99,060,764.39















## Contract Participation Breakdown by Ethnicity and Gender with UNSPSCs



















	MBE (UNSPSC)	WBE (UNSPSC)	Prime
<b>Construction</b>			
12th Avenue S Water Main Replacements	Black Female (72152700)		
Annex Avenue	Black Male (78101801)	White Female x2 (72131701, 46161500)	
	Black Female (72152700)	White Female x2 (30121600, 46161500)	
Blair Blvd Sewer Re-Route	Black Female (72152700)		
Brick Church Pike Sidewalk Improvement and Water Line Relocation	Black Male (46161500)	White Female (72141103)	
Cart Path Repair- Shelby Golf Course	Black Female (72152700)	White Female x2 (72141103, 72151900)	
Castleman Drive Water Main	Black Female (76111702)	N/A	White Female
Centennial Park - Children's Memory Garden Construction	Black Female (72152700)	White Female (72141103)	
Cheatham Place Sewer	N/A	White Female x2 (72141103, 72140000)	
	Black Male (46161500)	White Female (72131701)	White Female
	Black Female (80000000)		
	Black Male x2 (72153507, 46161500)	White Female x10 (82131601, 81101500, 72141103, 72153507, 30266409, 30000000, 70131503, 46161500, 22000000, 31160000)	
CMAR Road and Utilities MLS	Hispanic Male x2 (30230000, 72101700)		
Construction of Maintenance Building at the Fairgrounds Nashville	Native American Male (30100000)		
Construction Services for Sewer System Rehabilitation - BLD Services	N/A	N/A	White Female
	N/A	White Female x2 (30190000, 72103004)	
	Black Female (72141103)		
Construction Services for Sewer System Rehabilitation - Granite Inliner	Black Male (83000000)	White Female (72141103)	
Construction Services for Sewer System Rehabilitation - Insituform Technologies	N/A	N/A	
Construction Services for Sewer System Rehabilitation - SAK Construction	N/A	N/A	
		White Female x3 (72141103, 72102508, 83000000)	
Construction Services for Sewer System Rehabilitation - SBW Constructors	Black Female (72141103)		
	Black Female (76111702);	White Female x4 (72141103, 78101800, 30103623, 46161500)	
Davidson Branch Pump Station and Equalization Facility	Hispanic Male (47101523)		
Demolition of 16 Homes	N/A	N/A	Black Male
Dodson Chapel Road Sidewalk Replacement	Black Male (46161500)	N/A	White Female
	Black Male x2 (47101514, 72153900);	Hispanic Female (72151500);	
Dry Creek WWTP New Ultra Violet Disinfection System	Hispanic Male (72152900)	White Female x2 (72151900, 72141103)	
	Asian Male (81100000)		
ECC Design Build for Interior Renovations (Design Only)	Black Male (81100000)	White Female (72130000, 81100000)	
Elmington Tennis Court Renovation	Black Male (72101703)	White Female x2 (72140000, 30000000)	
Flood Protection System at the Dry Creek Wastewater Treatment Plant	Asian Male (81100000)	White Female (81101514)	
		White Female x4 (72141103, 40170000, 72101700, 31330000)	
Gibson Creek Equalization Facility	Black Male x2 (72153507, 30000000)		
		White Female x5 (72141100, 78101801, 70131503, 46161500 x2)	
Group 1 Resurfacing	Black Male (30121600)		
		White Female x4 (72141103, 30121700, 46161500, 11110000)	
Group 4 Resurfacing	Native American Male (30121600)		
		White Female x3 (72152700, 72151500, 55121700)	
Hadley Park Pavilion	Black Male (72141510)		
Hillwood Park Watermain	Black Male (81100000)	White Female x2 (72141103 x2)	
HVAC Maintenance, Installation, and Repair Services	Black Male (76110000)	White Female (80111604)	
Infrared Asphalt Repair	Black Male (92121504)	White Female (80111618)	
Installation of 36-Inch Water Main near Division Street	Black Male (46161500)	N/A	White Female
Installation of Omohundro Water Treatment Plant's Air Burst System	Black Female (72153507)	White Female (31330000)	
	Black Male (72153900);	White Female x3 (72152700, 46161500, 72152707)	
Madison Station Boulevard Road Construction	Native American Male (72141103)		
Maplewood Trace Sidewalk Improvements and MWS Relocations	N/A	White Female (46160000)	White Female
Metro Demolition - CD Steger Construction	Black Male (72103003)	N/A	Black Male
Metro Demolition - Modern Day Wrecking	N/A	N/A	Black Male
	Black Male (30151500);		
Nashville Community Care & Rehabilitation Center at Bordeaux Roof Restoration	Hispanic Male (80131506)	White Female (80111600)	
Neelys Bend Forcemain Replacement	Black Male (46161500)	White Female (78101801)	
Parking Lot Maintenance, Repair and Other Services - Jarrett Builders	Black Male x 2 (92120000, 78101801)	White Female (72102902)	
	Black Female (72152700)		
Parking Lot Maintenance, Repair and Other Services - Sessions Paving	Black Male (72141100)	White Female (30121600)	
Replacement of Fire Hydrants, Valves and Parts	N/A	N/A	
	Black Female (72152700)	White Female x3 (72141105, 46161500, 22101607)	White Female
Roadway Reconstruction - Grade A	Black Male (46161500)		
Roadway Reconstruction - Walker	Black Female (72101703)	White Female (72131701)	
Roof Repair for Frederick Douglas Head Start	N/A	White Female (30151500)	
	Black Male (30151500);		
Roof Repair for Nashville Carnegie North Branch Library	Hispanic Male (80131506)	White Female (80111600)	
Roof Repair for Vocational Center at Drug Court 4	Hispanic Male (80131506)	N/A	Native American Female
Shelby Golf Course Irrigation Repair	Black Male (70171710)	White Female (81150000)	
Sidewalk and Bikeway Repair Services - Grade A Construction	Black Male (46161500)	White Female (72141105)	White Female
Sidewalk and Bikeway Repair Services - Roy T. Goodwin	Asian Male (72101700)	White Female x2 (72103301, 46161500)	
	Asian Male (72152400)		
	Black Male (30000000)		
Stormwater Administration Building and Garage Construction	Hispanic Male (31330000)	White Female x2 (72000000, 72100000)	
		White Female x3 (72141103, 30121700, 46161500)	
Stormwater Construction/Reconstruction Projects	Black Female (72152700)		
Stormwater Maintenance Services	Black Female (72152700)	White Female (46161500)	
Swiss Kinhawk Feed Reconfiguration	Black Male (46161500)	White Female x2 (72141103, 72100000)	

<b>Non-Professional Service</b>			
Bill Printing & Mailing Services for Water Services	N/A	N/A	
Bio-Cleaning of Fleet Vehicles	Black Male (76110000)	N/A	Black Male
Central Monitoring Services for Security and Fire Alarms	N/A	N/A	
Cobra Administrative Services	N/A	N/A	
Collection Waste and Recycling Containers	N/A	N/A	
Consulting Services for Metro Arts	Black Female (80170000)	White Female (80100000)	
Drug and Alcohol Testing Program Administration Services	N/A	N/A	
General Repair and Maintenance Services	Black Male (76110000)	White Female (80111600)	
Juvenile Justice Center Management Services	Black Male (73130000)	White Female (46150000)	
Provide Design, Fabrication, Repairs and Installation of Interior and Exterior Signs	N/A	White Female (55120000)	White Female
<b>Professional Service</b>			
Community Development and Regulation (CDR) Process Analysis	Black Male (80161500)	White Female (81100000)	
Electrical Service For The Maintenance of Roadway Illumination Systems	Black Male (46161500)	N/A	
Employee Assistance Program (EAP) Services	Asian Indian Male (43210000)	N/A	
K.R. Harrington Water Treatment Plant Utility Transformer Replacement	N/A	White Female (4319000)	
Land Surveying Services - Barge Design	Black Male (81101500)	White Female (81101500)	
Land Surveying Services - Collier Engineering	Hispanic Male (82121503)	White Female (81151604)	
Land Surveying Services - Gresham Smith	N/A	White Female (81151604)	
Land Surveying Services - Lamar Dunn	N/A	Black Female (81101512)	
Land Surveying Services - TTL, Inc	Black Female (81101512)	White Female x2 (81151604, 46161500)	
	Black Female (80170000)	White Female x4 (81101514, 81101517, 80170000, 72103000)	
Metro Parks Project Management and Design Services - Barge	Black Male (80000000)	White Female x3 (80101600, 72102906, 81100000)	
	Asian Male (81102201)		
Metro Parks Project Management and Design Services - Collier	Black Female (81100000)		
	Black Female (80170000)		
Metro Parks Project Management and Design Services - Gresham Smith	Black Male (81101508)	White Female (81101514)	
	Black Female x2 (81100000, 80170000)	White Female x4 (81101500, 81101517, 81101514, 72103000)	
Metro Parks Project Management and Design Services - KCI Tech	Black Male (30121800)		
	Black Female (80170000)	White Female x4 (80101600, 81101508, 81101514, 81101500)	
Metro Parks Project Management and Design Services - Kimley-Horn	Black Male x2 (81101514, 81101513)		
Metro Parks Project Management and Design Services - Melvin Gill Architects	Black Male (80101504)	White Female x2 (81101500, 81101529)	Black Male
Metro Wide Building Envelope Commissioning Services	Black Male (81100000)	White Female (81100000)	
Metro Wide Special Payroll Services	Asian Male (82110000)	N/A	
	Asian Male (43221722)	White Female x3 (80111600, 22000000, 80170000)	
Paving Program Management Services	Black Male (81101514)		
Project Support Services - Staff Augmentation	Black Male x3 (80101604 x2, 80161500)	White Female (81101500)	
Tank Inspections	Black Male (76110000)	N/A	
Vision Zero Action Plan	Black Female (81000000)	Hispanic Female (83110000)	

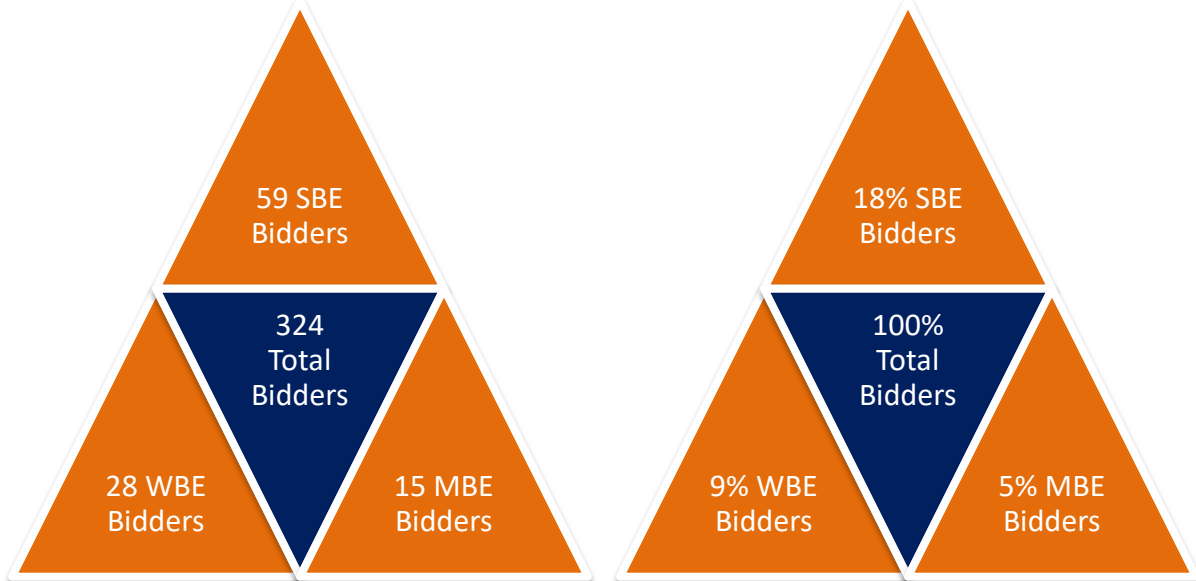
# MBE AND WBE PAYMENTS

Contract awarding and execution processes can take the better part of a year to complete from start-to-finish. Eighteen (18) of the awarded eighty-four (84) contracts, plus twelve (12) contracts awarded last fiscal year (FY20), had payments to MBE and WBE subcontractors. Several of these contracts are ongoing, so further payments are expected. Payments to subcontractors on all EBO projects during FY21 totaled **\$2,288,708.00**.

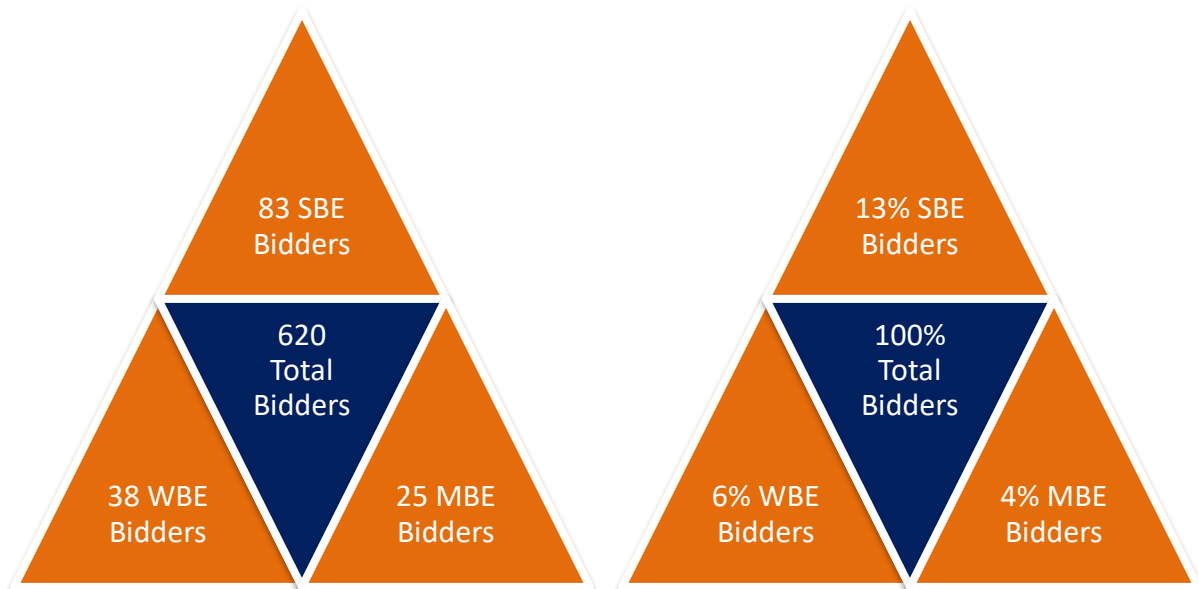
	<p><b>Black Male</b>  <b>UNSPSC 72141103</b>                      Highway and road paving service  <b>\$249,061</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 78101801</b>                      Local area trucking services  <b>\$168,818</b> dollars spent</p>	
	<p><b>Hispanic Male</b>  <b>UNSPSC 83101500</b>                      Water and sewer utilities  <b>\$84,351</b> dollars spent</p>	<p><b>Native American Male</b>  <b>UNSPSC 72141103</b>                      Highway and road paving service  <b>\$20,585</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 72141103</b>                      Highway and road paving service  <b>\$818,624</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 78101801</b>                      Local area trucking services  <b>\$8,910</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 78101801</b>                      Local area trucking services  <b>\$200,790</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72101500</b>                      Building support services  <b>\$23,690</b> dollars spent</p>	
	<p><b>Black Female</b>  <b>UNSPSC 80000000</b>                      Management, Business Professionals, Admin Services  <b>\$2,200</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 30000000</b>                      Building Components &amp; Supplies  <b>\$49,640</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 80111613</b>                      Temporary manual labor  <b>\$18,029</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 70170000</b>                      Water resources development and oversight  <b>\$114,345</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 46161500</b>                      Traffic control  <b>\$180,783</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 46161500</b>                      Traffic control  <b>\$59,404</b> dollars spent</p>	

	<p><b>White Female</b>  <b>UNSPSC 81101512</b>  Geographic Information Systems  <b>\$19,000</b> dollars spent</p>	<p><b>Black Female</b>  <b>UNSPSC 72152700</b>  Concrete installation and repair  <b>\$76,304</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 81100000</b>  Professional engineering services  <b>\$19,375</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 72131700</b>  Infrastructure construction  <b>\$6,271</b> dollars spent</p>	
	<p><b>Hispanic Male</b>  <b>UNSPSC 76120000</b>  Refuse disposal and treatment  <b>\$2,611</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 81101500</b>  Civil engineering  <b>\$7,293</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 81101514</b>  Geotechnical or geoseismic  engineering  <b>\$37,874</b> dollars spent</p>	<p><b>Black Male</b>  <b>UNSPSC 72101600</b>  Roofing, siding, and sheet metal  work services  <b>\$36,800</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 84110000</b>  Accounting and auditing  <b>\$18,675</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 84110000</b>  Accounting and auditing  <b>\$39,603</b> dollars spent</p>	
	<p><b>Black Male</b>  <b>UNSPSC 72102902</b>  Landscaping services  <b>\$24,500</b> dollars spent</p>	<p><b>White Female</b>  <b>UNSPSC 31160000</b>  Hardware  <b>\$303</b> dollars spent</p>	
	<p><b>White Female</b>  <b>UNSPSC 82131601</b>  Aerial photography services  <b>\$869</b> dollars spent</p>	<p><b>Black Male</b>  <b>\$440,415 Total Payments</b></p>	
	<p><b>Black Female</b>  <b>\$247,322 Total Payments</b></p>	<p><b>Hispanic Male</b>  <b>\$86,962 Total Payments</b></p>	
	<p><b>Native American Male</b>  <b>\$20,585 Total Payments</b></p>	<p><b>White Female</b>  <b>\$1,493,424 Total Payments</b></p>	

**Number of MBE and WBE Prime Contract Bidders on EBO Awarded Projects**



**Number of MBE and WBE Prime Contract Bidders on All Awarded Projects**



# CONTRACT COMPLIANCE

BAO has a team of Contract Compliance Officers. Prior to Purchasing issuing a notice of award, a Contract Compliance Officer evaluates all bids for compliance with the EBO Program. This includes the review of Statement of MWBE Utilization, Statement of Interested Subcontractors/Vendors, and Statement of Bid Proposals/Price Quotations. If one, or both MWBE goals have not been met, Good Faith Effort Summary Sheets and supporting documents are evaluated. After an award is issued, BAO closely monitors all contracts with EBO goals to ensure that proposed participation goals are met, and subcontractors are paid within the appropriate timeframe. If there are disputes about performance, payments, or other related items, BAO also act as a mediator between the involved parties.

From the eighty-four (84) awarded contracts, thirty-one (31) awards were made based on Good Faith Effort Summary Sheets when bidders did not achieve the established MBE and/or WBE project goals. This occurred on the following projects:

- Bill Printing and Mailing Services for MWS
- *Bio-Cleaning of Fleet Vehicles*
- *Cart Path Repair- Shelby Golf Course*
- Central Monitoring for Security and Fire Alarms
- Children's Memory Garden Construction
- Cobra Administrative Services
- Collection Waste and Recycling Containers
- *Construction of Maintenance Building at the Fairgrounds Nashville*
- Davidson Branch Pump Station and Equalization Facility
- *Demolition of 16 Homes*
- *Dodson Chapel Road Sidewalk Replacement*
- Drug & Alcohol Testing Program Admin Svcs.
- Electrical Service for The Maintenance of Roadway Illumination Systems
- Employee Assistance Program (EAP) Svcs.
- Gibson Creek Equalization Facility
- Hillwood Park Watermain
- Infrared Asphalt Repair
- Juvenile Justice Center Management Services
- K.R. Harrington Water Treatment Plant Utility Transformer Replacement
- Land Surveying Services - Gresham Smith
- Land Surveying Services - Lamar Dunn
- *Maplewood Trace Sidewalk Improvements and MWS Relocations*
- *Metro Demolition - CD Steger Construction*
- *Metro Demolition - Modern Day Wrecking*
- *Metro Parks Project Management and Design Services - Melvin Gill Architects*
- *Provide Design, Fabrication, Repairs and Install of Interior and Exterior Signage/Flags*
- Replacement of Fire Hydrants, Valves & Parts
- Roof Repair for Frederick Douglas Head Start
- *Roof Repair Vocational Center at Drug Court 4*
- Sidewalk & Bikeway Repair - Roy T. Goodwin
- Swiss Kinhawk Feed Reconfiguration

<sup>3</sup> Italicized projects have prime contractors that are certified minority-owned or women-owned companies.

## PROCUREMENT ACCOUNTABILITY

Per the request of Metro Procurement, a Procurement Accountability Officer (PAO) position was created in parallel to the creation and launch of the EBO Program. The PAO reports to an outside division, the Office of Financial Accountability (OFA), and is considered an impartial party when it comes to ensuring compliance with program regulations as identified by Metro Code. Throughout the fiscal year, the PAO conducts audits and monitors actions within the program as it relates to the equitable treatment of small, minority, woman, and service-disabled veteran owned businesses.

During FY21, the Procurement Accountability Officer completed the following reviews and reports:

- **4** Completed Procurement Delegated Purchasing Authority Compliance Reviews with an additional **3** in process
- **3** Completed Procurement Certificate of Insurance Verification Reviews
- **1** Completed Request for Proposal Review
- **4** Completed Prompt Pay Quarterly Procurement Standards Reports
- **240** (4 per Department) Prompt Pay Quarterly Department Follow-Up Requests

## BAO REGISTRATION AND OUTREACH

BAO continues to cultivate and expand relationships with the growing diverse business community, professional organizations, and trade groups. Our outreach efforts help to elevate, empower, and enable local diverse businesses by supporting capacity building; training on certifications; providing technical assistance; and advocating for the adoption of practical business administration skills.

These efforts include:

1. **5.5** hours of direct training provided by Metro
2. **128** individuals trained live
3. **184** individuals provided with recording/materials from training
4. Hosting, attending, and participating in **273** hours of indirect training, business networking, and outreach events provided by our business development and outreach partners
5. Registering **255** new diverse businesses in the BAO Directory, reaching a total of **3,846** diverse businesses registered.

BAO targets its outreach to address the long-term economic health and well-being of Nashville and Davidson County's diverse businesses and develop a vendor pool that is diverse, highly competent, capable, and financially stable. BAO is building the capacity of vendors and suppliers to not only meet Metro's procurement needs, but also the needs of the broader marketplace.

BAO works with stakeholders to encourage the maximization of MBE, WBE, & SBE/SDV utilization in all sectors and categories of Metro's vendor supply chain. The office envisions these diverse firms moving from sub to prime contracting opportunities, from smaller value contracts with single departments to larger, multi-year engagements.

BAO uses the following tactical measures to increase availability of diverse firms in the BAO Directory:

1. Hosting targeted outreach events for specific contract needs.
2. Meeting with firms one-on-one to encourage participation.
3. Working with community and business partners to leverage their membership lists.
4. Attending industry-specific outreach events to identify viable diverse firms.
5. Using digital and social media platforms to notify firms of outreach events

## INTERNAL EFFORTS



---84---

**Metro personnel trained**

to learn how MBE and WBE goals are established, and how they can help to ensure expediency in the procurement process.

The Procurement Data Officer (PDO) diligently works with many Metro Department Project Managers to ensure that projects are broken down into a variety of work items. This helps provide a truer reflection of the availability of MBE and WBE firms on any given project. Many Project Managers and Department Heads have not only embraced the EBO Program, but many have offered feedback and suggestions to help the BAO team improve processes, documentation, and reporting.

**WE LOOK FORWARD TO FURTHER SUCCESS IN THE FUTURE!**

## APPENDIX:

### DEFINITIONS FROM BL2018-1419, CHAPTER 4.46. EQUAL BUSINESS OPPORTUNITY PROGRAM

**African American:** Means persons having origins in any black racial group of Africa. It includes people who indicate their race as "Black, African American, or Negro," or provide written entries such as African American, Afro American, Kenyan, Nigerian, or Haitian.

**Annual Aspirational Goal:** Means a non-mandatory annual aspirational percentage goal for overall MWBE Prime and Subcontractor participation in Metropolitan Government contracts for Construction, Professional Services, Goods and other Services contracts. This goal is established every five (5) years by a duly-authorized disparity study and based upon and derived from the Prime and Subcontractor availability statistics provided therein, and is measured every year to ascertain program effectiveness.

**Asian:** Means persons having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.

**Availability:** Means being "qualified" to perform work for the Metropolitan Government. This means that the Bidder does business within an industry group from which the Metropolitan Government and its agencies make certain purchases; the firm's owner has taken steps to do business with the Metropolitan Government and qualified itself to do such business by registering or certifying; and the firm is located within a relevant geographical area such that it can do business with the Metropolitan Government.

**Bid:** Means a quotation, proposal, sealed bid or offer to perform or provide labor, materials, supplies or services to the Metropolitan Government for a price.

**Bidder:** Means any individual, sole proprietorship, partnership, joint venture, or corporation that submits a Bid to the Metropolitan Government.

**Certification:** Means the qualifying process that assures buyers and local, state, and federal agencies that a particular business is an MWBE that performs a commercially useful function. Certification or Recertification shall mean official recognition and approval by the acceptable certifying agency and/or Metropolitan Government that a business meets the qualification criteria of an MWBE, as set forth in this EBO Program. Certification or Recertification relates to qualifications regarding ownership and control, not the quality of the service or product.

**Compliance:** Means the condition existing when a Participant has met the requirements of this EBO Program.

**Goal, or Contract-by-Contract, or Project-by-Project Goal:** Means race or gender-conscious corrective measures administered on a contract-by-contract or project-by-project basis which measure sets a percentage-based minimum participation level for MWBE subcontractors based on the available subcontracting opportunities for that project and the available firms and may be set as MBEs and WBEs or any ethnic subset of MBEs.

**Goal Setting Committee (“GSC”):** Means a committee comprised of the head of the BAO, the Purchasing Agent, and the head of the originating Department, which Committee is, tasked with setting contract/project goals for the EBO Program. All goals for the EBO Program are subject to the approval of the Purchasing Agent prior to its implementation.

**Good Faith Efforts:** Means the voluntary actions of a Participant undertaken in good faith to ensure that it does not discriminate in its contracting practices and to explain any failure to meet either an Annual Aspirational Goal or a contract/project Goal set in accordance with this legislation.

**Hispanic American:** Means people who identify with the terms "Hispanic" or "Latino" and who classify themselves in a specific Hispanic or Latino category such as "Mexican," "Puerto Rican," "Cuban," or "other Spanish, Hispanic, or Latino."

**Minority Business Enterprise (“MBE”):** Refers to a business enterprise maintaining a significant business presence in the Program Area and performing a commercially useful function that is owned by one or more of the following: (1) African Americans, (2) Native Americans, (3) Hispanic Americans, and (4) Asian Americans.

**Minority or Women Owned Business Enterprise (“MWBE”):** Refers to a business enterprise maintaining a significant business presence in the Program Area and performing a commercially useful function that is owned by one or more of the following: (1) African Americans, (2) Native Americans, (3) Hispanic Americans, (4) Asian Americans and (5) Women. Racial and gender categories are separated for monitoring and tracking purposes only.

**Metropolitan Government:** Means the Metropolitan Government of Nashville and Davidson County, including any of its operating elements, officers, and/or employees acting with authority, but excluding the Metropolitan Development and Housing Authority, Nashville Electric Service, Metropolitan Transit Authority, the Metropolitan Nashville Public Schools, the Metropolitan Hospital Authority, the Metropolitan Sports Authority and the Metropolitan Nashville Airport Authority.

**Metropolitan Nashville Disparity Studies:** Means the Disparity Studies prepared by Griffin & Strong, P.C., and submitted to the Metropolitan Government in December 2004, and in August 2018.

**MWBE Owned:** Means that African American, Native American, Hispanic American, Asian American or woman owner(s) who are citizens or permanent residents of the United States individually or collectively possess an ownership interest of at least fifty-one percent (51%) of the business.

**Native American:** Means persons having origins in any of the original people of North America, including American Indians, Eskimos and Aleuts.

**Non-Compliance:** Means the condition existing when a Participant has failed to meet the requirements of this EBO Program.

**Participant:** Means an individual or entity that enters into a contract with the Metropolitan Government to provide goods or services within the scope of the EBO Program, or a subcontractor or supplier to such an individual or entity.

**Program or EBO Program:** Means the Equal Business Opportunity Program.

**Purchasing Agent:** Shall have the meaning given in section 8.108 of the Metropolitan Charter.

**Purchasing Sector:** Means the UNSPSC category for the specific procurement of construction, non-professional services and professional services.

**Race/Gender-Conscious:** Means any governmental or legislative policy or programmatic action that uses race or gender as criteria for participation.

**Race/Gender-Neutral:** Means any governmental or legislative policy or a programmatic action in which race or gender is not among the criteria for participation.

**Supplier:** Means a warehouse or manufacturer of materials, supplies or equipment that contracts directly with a Bidder to provide such materials, supplies or equipment on a project that involves a trade or service. For purposes of measuring the total contract dollars awarded or paid to suppliers on projects, only amounts paid to suppliers of goods customarily and ordinarily used based upon standard industry or trade practices shall be counted.

**Underutilization:** Means the percentage of dollars spent by the Metropolitan Government with MWBE's is less than participation of MWBE's than reasonably expected based on the availability of MWBE's within the Program Area.

**UNSPSC:** Means the United Nations Standard Products and Services Code used to identify the Purchasing Sector.

**Women Business Enterprise (WBE):** Means a business that is an independent and continuing enterprise for profit, performing a commercially useful function, and which is owned and controlled by one or more women and is not otherwise certified as an MBE.

## **APPENDIX II:**

# **EBO PROPOSED GOALS VS PRIME PROPOSED GOALS FULL CHART DISPLAYING ALL EIGHTY-FOUR (84) PROJECTS**

## EBO Proposed Goals Vs Prime's Proposed Utilization

