



# **Minority, Women and Small Business Enterprise Program Management Oversight Report 2022-2023**

# History & Overview

- Since 1993, the MWSBE Office has proactively worked to increase the participation of minority, women and small businesses through inclusive procurement activities.
- In 2004, CMS conducted a disparity study that resulted in 21 recommendations.
- In 2005, the Board of Education adopted a new policy and a MWSBE regulation was created, leading to the enhancement of Lawson to track our spend, establishment of MWSBE aspirational goals, expansion of outreach and the revision of the MWSBE procedures manual and database.
- In 2005-2006, the first full year of implementation of all the changes, there was a focused effort to increase CMS utilization of MWSBE firms. The changes resulted in a period of growth until the economic downturn.

# History & Overview

Success is measured using the following program objectives:

- Marketing and Outreach
- Certification
- Utilization
- Monitoring and Reporting
- Training and Technical Assistance

# Driving Governance

- **CMS Policy DJA**

Minority-owned, women-owned, and small business enterprises (collectively “M/W/SBE”) as well as other responsible vendors shall have a fair and reasonable opportunity to participate in CMS business opportunities

- **General Statutes 143-48**

Purchase and Contract: cooperation in promoting the use of small contractors, minority contractors, physically handicapped contractors, and women contractors

- **General Statutes 143-48.4**

Statewide uniform certification of historically underutilized businesses

- **General Statutes 143-128.2**

Minority Business Participation Goals (defines good faith efforts and the full scope of the law)

- **General Statutes 143-128.3**

Administration (Public Entity Responsibilities)

- **General Statutes 143-128.4**

Historically Underutilized Business (2007 Amendment Definition)

- **General Statutes 143-131**

Informal Bidding: scope of applicable law for construction projects less than \$500,000 (increased from \$300,000 in 2007 legislation)

- **Senate Bill 914, Session Law 2001-496 December, 2001**

To enhance and improve good faith efforts to recruit and select minority businesses for participation in public construction contracts

- **NC Administrative Code – 301 Minority Business Participation Goal**

Rules governing minority participation goals and responsibilities of owners, Historically Underutilized Business (HUB) office, designers, contractors, HUB contractors, and State Construction Office

# Aspirational Goals

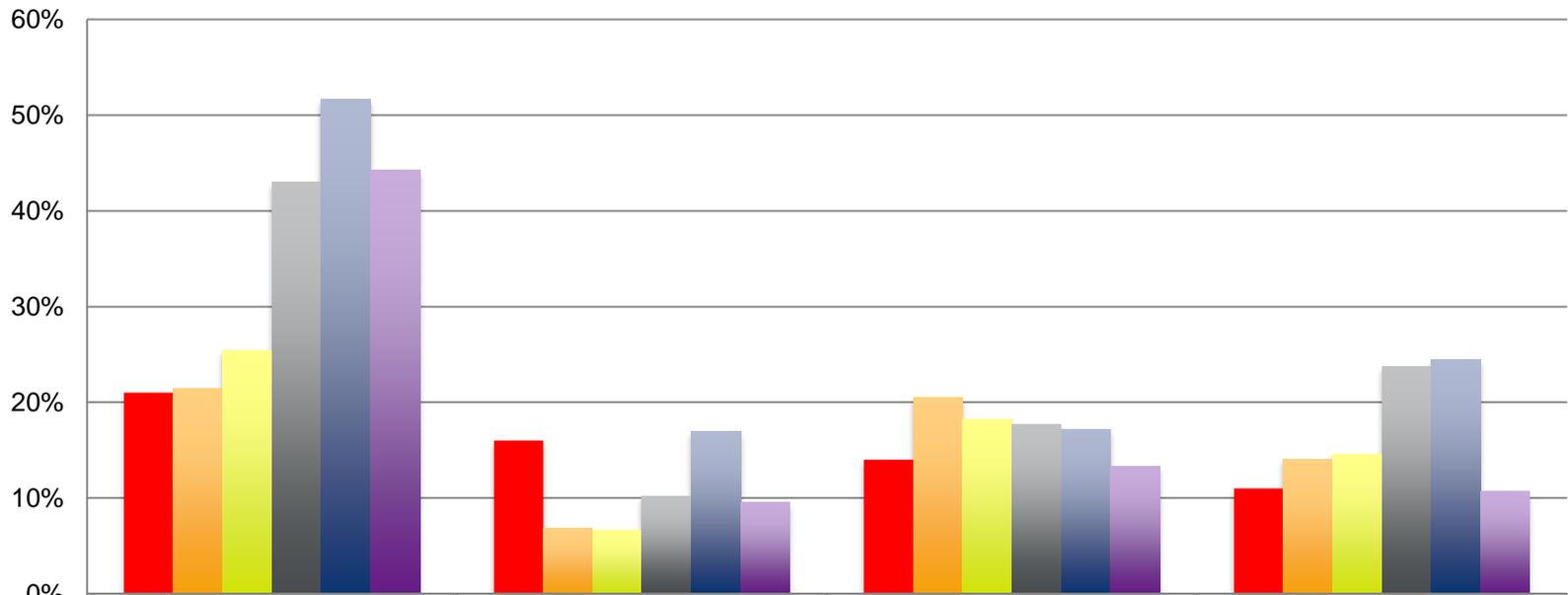
Category	MBE Goal	WBE Goal	SBE Goal	MWSBE Goal
Construction	10%	6%	5%	21%
Architecture, engineering and surveying	4%	7%	5%	16%
Contracted services (other than construction)	5%	4%	5%	14%
Goods	3%	3%	5%	11%

# How are we performing?

# Results (2022-2023)

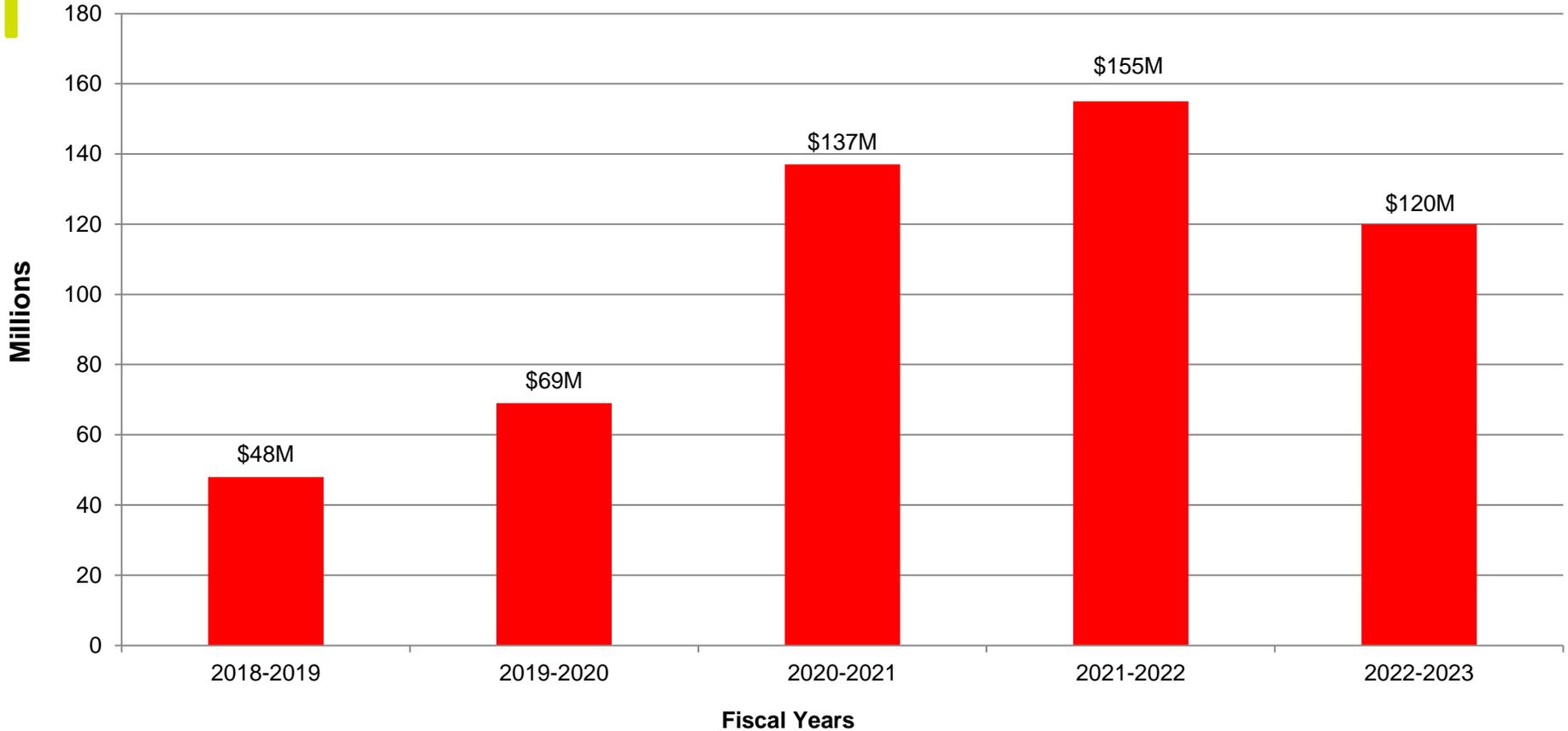
Category	Analyzed	MWSBE Firms
Total eligible expenditures	\$515.1 million	\$120.3 million
Construction	\$182 million	\$80.5 million
Architecture and Engineering	\$8.7 million	\$825 thousand
Contracted Services	\$161.1 million	\$21.5 million
Goods	\$163.3 million	\$17.5 million

# Overall MWSBE Utilization FY 2022-2023

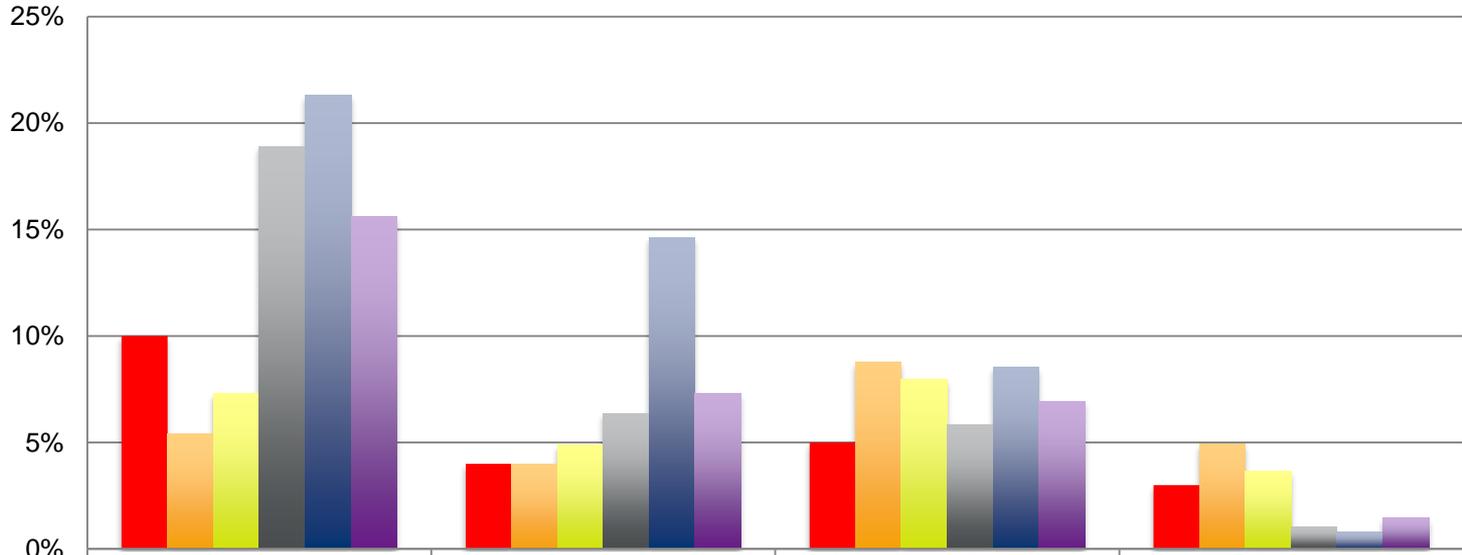


	Construction	Architecture & Engineering	Contracted Services	Goods
Overall M/W/SBE Goal	21%	16%	14%	11%
Annual % Total 18-19	21.41%	6.83%	20.51%	14.06%
Annual % Total 19-20	25.45%	6.60%	18.17%	14.61%
Annual % Total 20-21	43.04%	10.19%	17.67%	23.76%
Annual % Total 21-22	51.62%	16.93%	17.21%	24.48%
Annual % Total 22-23	44.23%	9.51%	13.33%	10.70%

# Overall MWSBE Spend

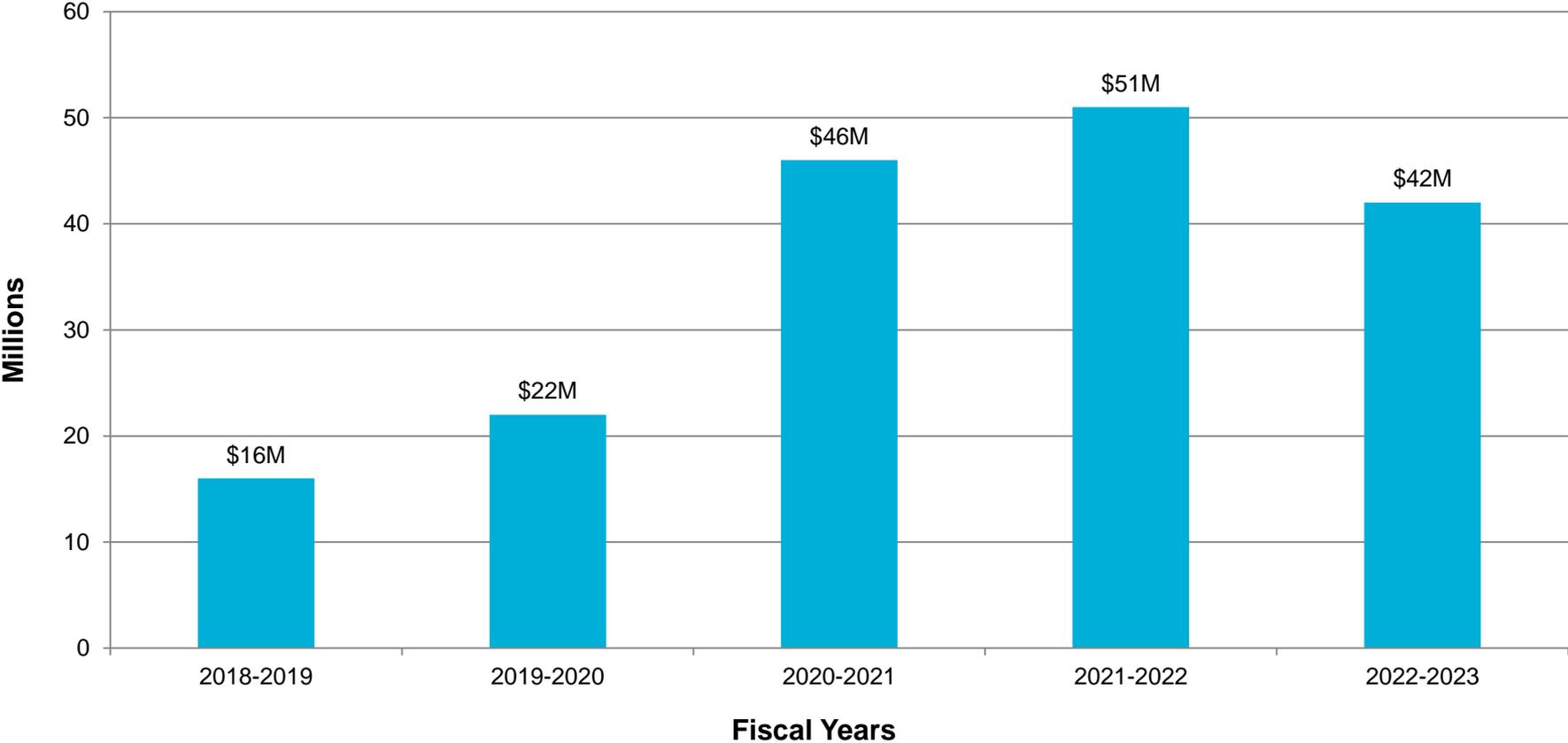


# Overall Minority Business Enterprise Utilization FY 2022-2023



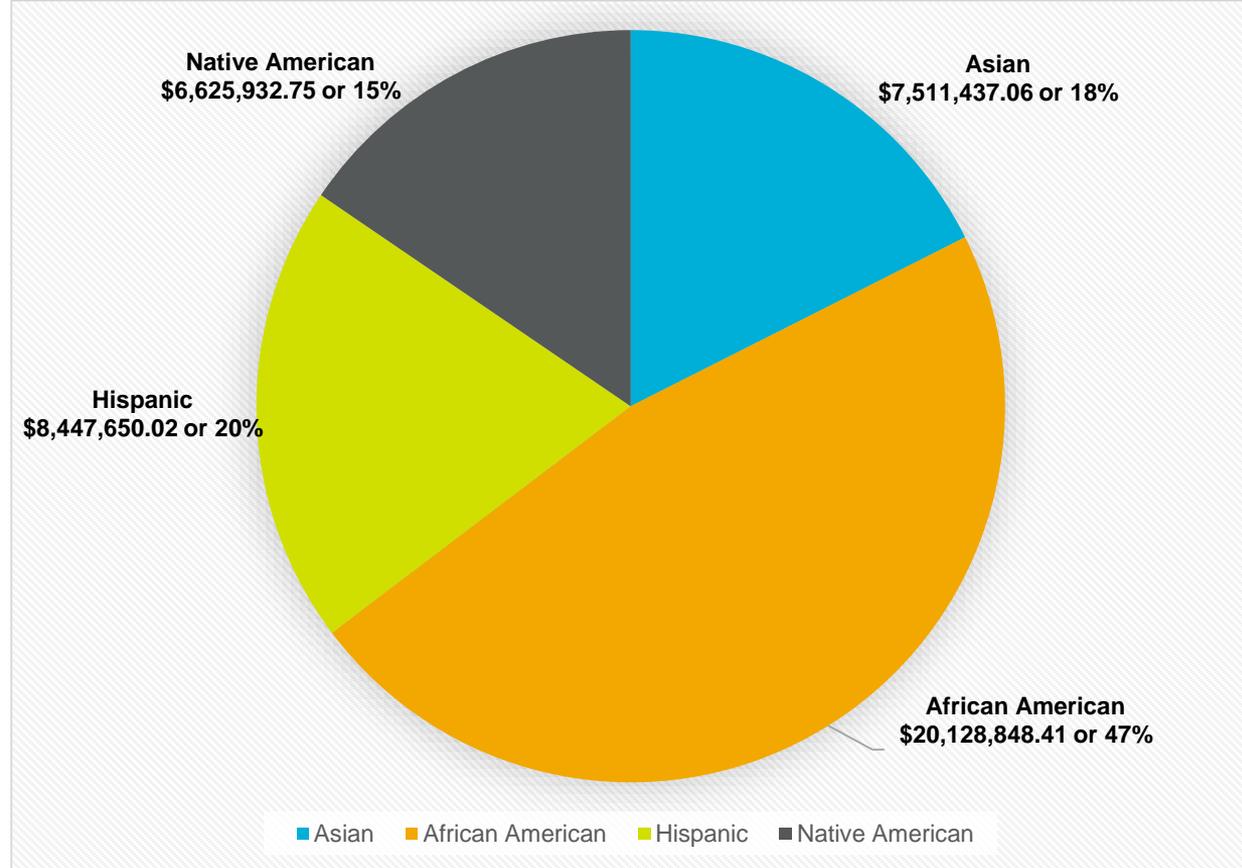
	Construction	Architecture & Engineering	Contracted Services	Goods
Overall MBE Goal	10%	4%	5%	3%
Annual % Total 18-19	5.42%	4.00%	8.79%	4.93%
Annual % Total 19-20	7.28%	4.86%	7.97%	3.63%
Annual % Total 20-21	18.90%	6.37%	5.83%	1.03%
Annual % Total 21-22	21.30%	14.63%	8.53%	0.78%
Annual % Total 22-23	15.62%	7.31%	6.95%	1.45%

# Overall Minority Business Enterprise Spend

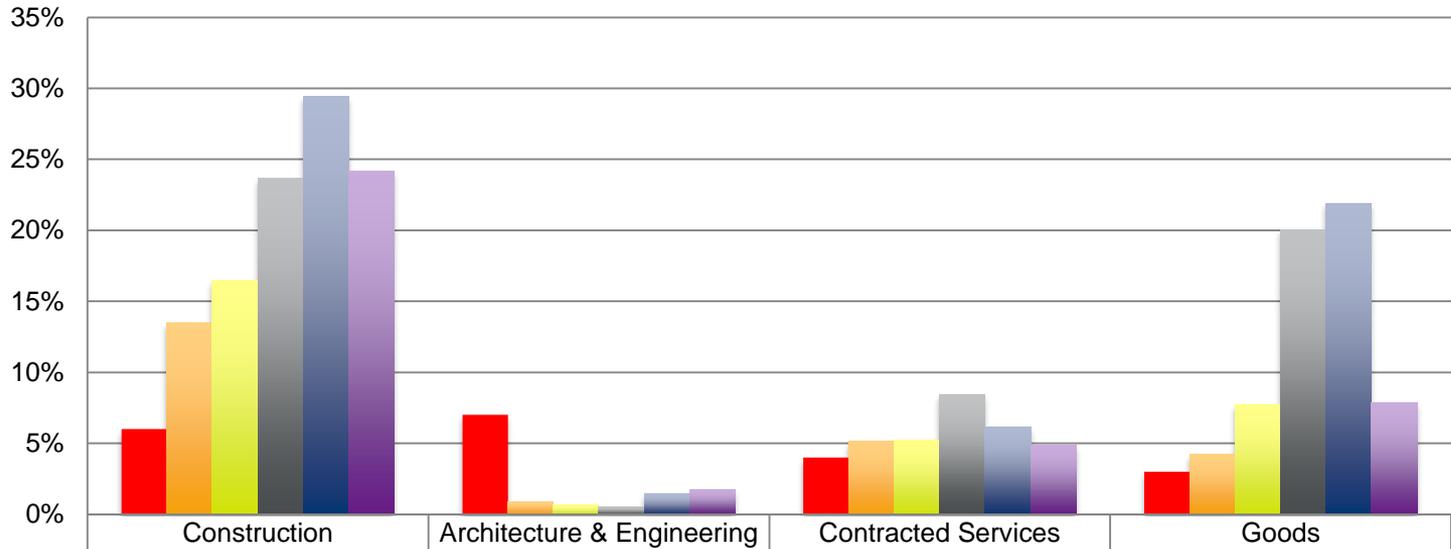


# Minority Business Enterprise Spend

## Total Spend by Race

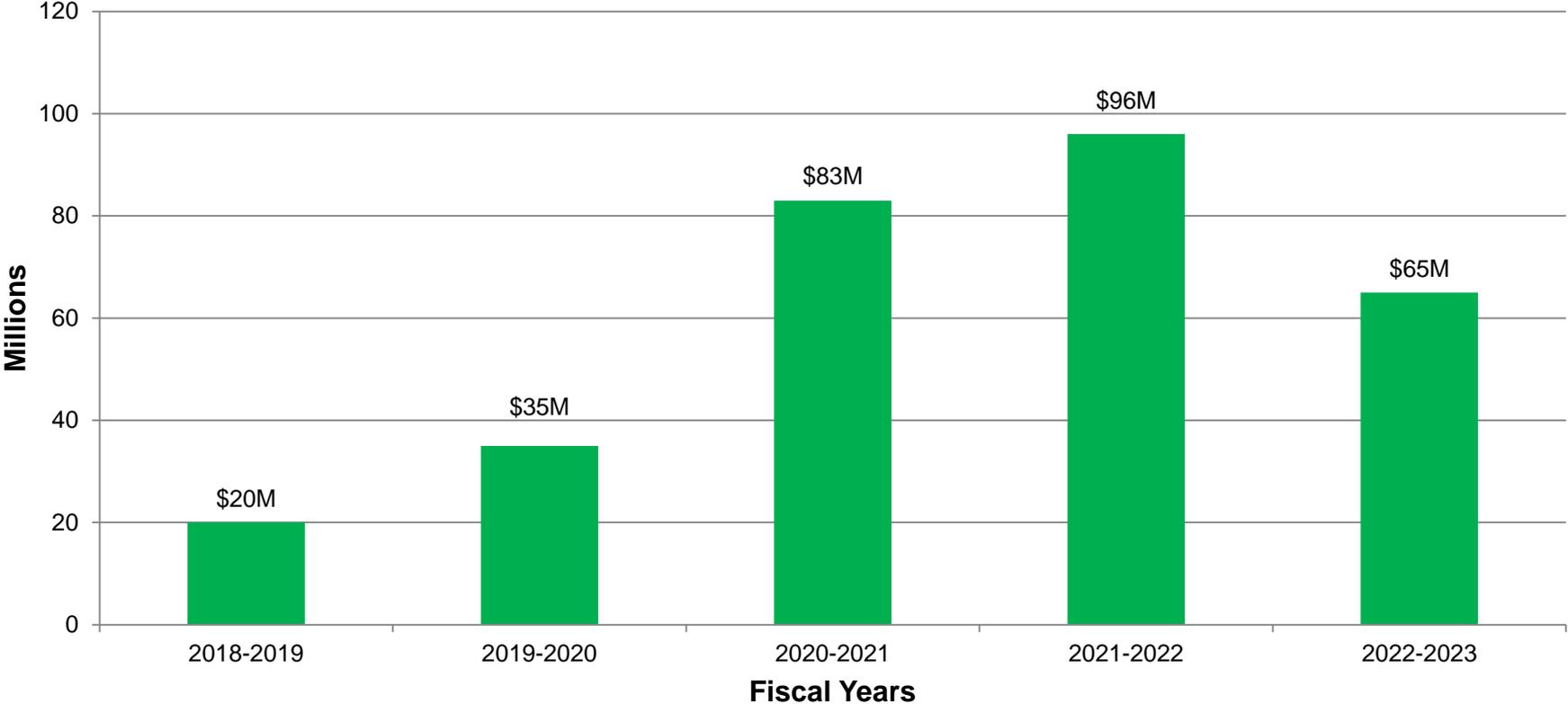


# Overall Women Business Enterprise Utilization FY 2022-2023

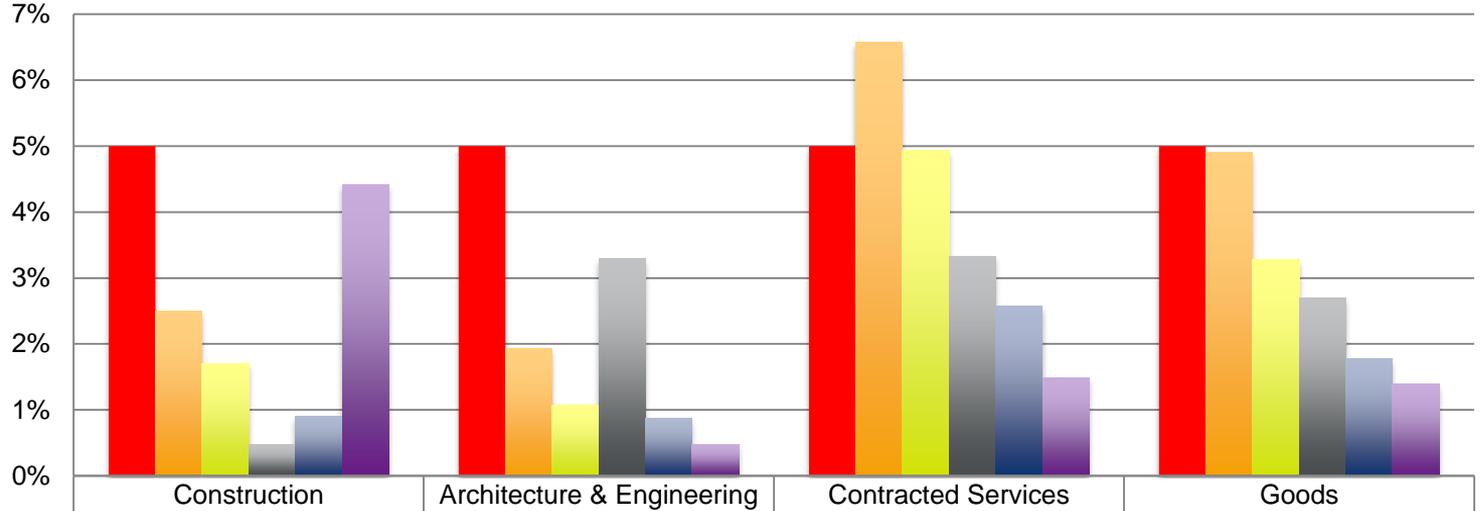


	Construction	Architecture & Engineering	Contracted Services	Goods
■ Overall WBE Goal	6%	7%	4%	3%
■ Annual % Total 18-19	13.50%	0.90%	5.14%	4.23%
■ Annual % Total 19-20	16.45%	0.65%	5.26%	7.70%
■ Annual % Total 20-21	23.67%	0.54%	8.44%	20.07%
■ Annual % Total 21-22	29.42%	1.43%	6.11%	21.91%
■ Annual % Total 22-23	24.18%	1.72%	4.89%	7.86%

# Overall Women Business Enterprise Spend

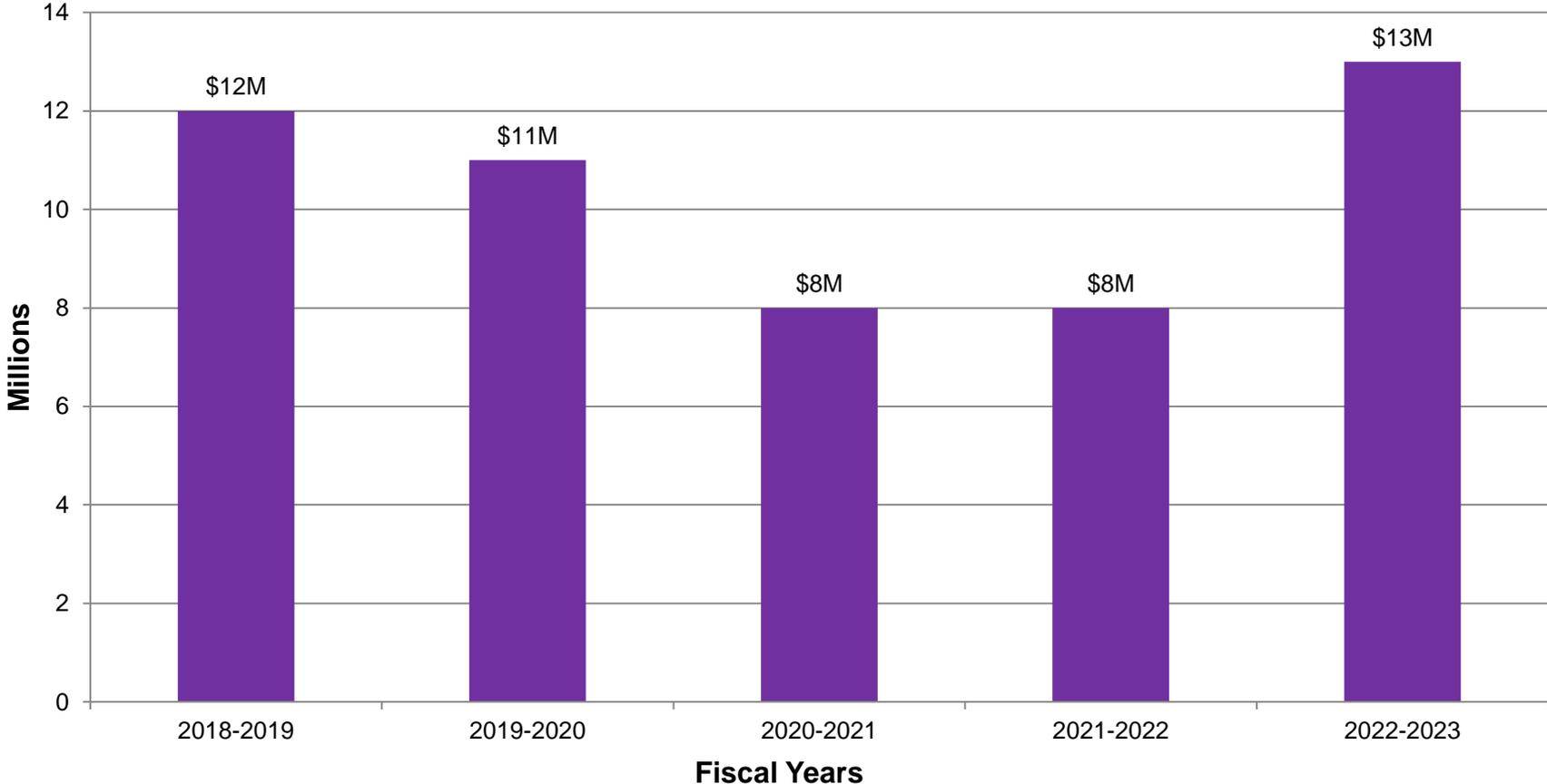


# Overall Small Business Enterprise Utilization FY 2022-2023



	Construction	Architecture & Engineering	Contracted Services	Goods
Overall SBE Goal	5%	5%	5%	5%
Annual % Total 18-19	2.50%	1.93%	6.57%	4.90%
Annual % Total 19-20	1.71%	1.08%	4.94%	3.28%
Annual % Total 20-21	0.47%	3.29%	3.33%	2.70%
Annual % Total 21-22	0.90%	0.87%	2.57%	1.77%
Annual % Total 22-23	4.42%	0.48%	1.49%	1.39%

# Overall Small Business Enterprise Spend



# Accomplishments

- At 23.35% of eligible spend, CMS achieved \$120.3 million in total MWSBE spending
- Achieved/Exceeded MBE aspirational goals in three of the four categories (construction, architecture/engineering and contracted services)
- Achieved/Exceeded WBE aspirational goals in three of the four categories (construction, contracted services and goods)
- Increased SBE spend by \$5M



# **Keys to Success**

# CMS Departments and Schools: MWSBE Spend Analysis

## Goods

### Top Department Spend with MWSBE firms:

1. Information Systems & Support: \$2.7 million
2. Inventory Management: \$6.1 million
3. Career & Technical Education: \$2.9 million
4. Food Warehouse: \$1.3 million

### Largest Areas of Spend:

- Technology
- Inventory (furniture, books, classroom supplies)
- Nutrition Services/Food Warehouse
- CTE

78/93 departments or 84% and 181/182 schools or 99% utilized MWSBE firms to procure goods

## Contracted Services

### Top Department Spend with MWSBE firms:

1. Maintenance: \$37 million
2. Transportation: \$4.8 million
3. Driver Education: \$2.6 million
4. Information Systems & Support: \$1.3 million

### Largest Areas of Spend:

- Building Services
- Technology
- Drivers Ed
- Transportation

66/93 departments or 71% and 130/182 schools or 71% utilized MWSBE firms to procure contracted services

# Community Impact

# Outreach

- Supplier Diversity Forum
- Mecklenburg County Business Launch Pad
- NC Veteran's Procurement Summit
- Charlotte Corporate Community Roundtable Quarterly Meetings
- Hispanic Contractors of North Carolina Meet & Greets
- Carolinas-Virginia Minority Supplier Development Council MBE Summit, Business Opportunity Conference and Metrolina Quarterly Meetings
- CMS Community Engagement Meetings
- Small Business Month/Charlotte MED Week
- Women's Business Center Conference

## Best Practice Sharing

- Mecklenburg County Noontime Knowledge Panel
- AGC Construction Business Academy Panel
- NC PEAK Procurement Conference Panel
- Fort Wayne Community Schools
- Dallas Independent School District



# Technical Assistance

- ❑ How to do business with Charlotte-Mecklenburg Schools and Other Government Entities
- ❑ Making Diversity Count
- ❑ Becoming a Cyber Jedi
- ❑ Legal Guidelines for Brand Protection
- ❑ Changes in Consumer Protection
- ❑ Finance Panel



# Charlotte Minority Enterprise Development Week Honorees

## Recognition



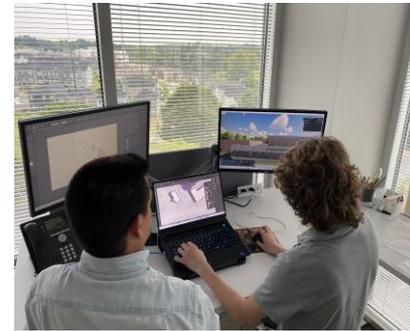
Mekki Modular Systems - Construction; Sweetwater Utility Exploration, LLC – Professional Services; DeepRoots Community Planning Solutions – General Services; Redstone Materials, Inc. – Supply/Manufacturing; Vernetta Mitchell – Diversity Advocate; NC HUB Office - Agency/Corporate; MYEP - Workforce Development Partner, Turner Construction – Workforce Development Champion of the Year; Carol Lilly – Workforce Development Advocate of the Year and WGK, Inc. for being in business 35 years.

# Workforce Development

# CMS Workforce Development Mayor's Youth Employment Program

## Key Takeaways

1. Diversity & Inclusion Office
  - Department Roles
  - Program Impact
2. CMS Leadership Meetings
  - Impact on career opportunities
  - Diversity in leadership roles
3. Team Support
  - Business and Professional Behaviors
  - Emotional Intelligence
  - Professional Connections
4. School Environment
  - Inclusive environments for all students
  - Creativity in design and technology



# Summary of Workforce Development Related Activities

New Hires	<ul style="list-style-type: none"><li>▪ 30 (Full-Time)</li><li>▪ 18 (Part-Time)</li></ul>
Internships (Mayor's Youth Employment Program, CPCC Construction program and CMS college graduates)	<ul style="list-style-type: none"><li>▪ 16 (High School)</li><li>▪ 21 (College)</li></ul>
Activities	<ul style="list-style-type: none"><li>▪ 40 student workshops/site tours</li></ul>



# Best Practice Industry Partners

PERKINS —  
EASTMAN

Messer  
WeAreBuilding.

RJL

R.J. LEOPER  
Construction, LLC

NewAtlantic  
CONTRACTING, INC.

RODGERS  
Our Passion is Building®

adwarchitects  
environmentsforlife

LeCHASE  
CONSTRUCTION

Turner

LS3P

la  
LIL ASSOCIATES II INC

EDIFICE  
GENERAL CONTRACTORS  
The Art and Science of Construction

HOLT  
BROTHERS

BROWNSTONE

LITTLE  
DIVERSIFIED ARCHITECTURAL CONSULTING

JACOBS®

neighboring  
concepts

BRANCH®  
CONSTRUCTION MANAGEMENT ■ DESIGN-BUILD ■ GENERAL CONTRACTING

metcon  
BUILDINGS ■ INFRASTRUCTURE

FWA  
Group

# Community Resource Partners



CHARLOTTE  
WORKS



State Chapter of the National  
Association of Minority Contractors



# Office of Diversity, Equity & Inclusion



Skyne Betha, MCA  
Supplier Diversity  
Compliance Specialist



Rachelle Reid, CCA  
Supplier Diversity  
Compliance Specialist



Stacey Moretti, MCA  
Diversity, Equity & Inclusion  
Project Manager

# Next Steps

- Community outreach
- Pre-qualification of bidders
- Charlotte MED Week (October 2-5)
- Supplier Diversity Summit
- Host quarterly Workforce Advisory Group Meetings

# Questions