



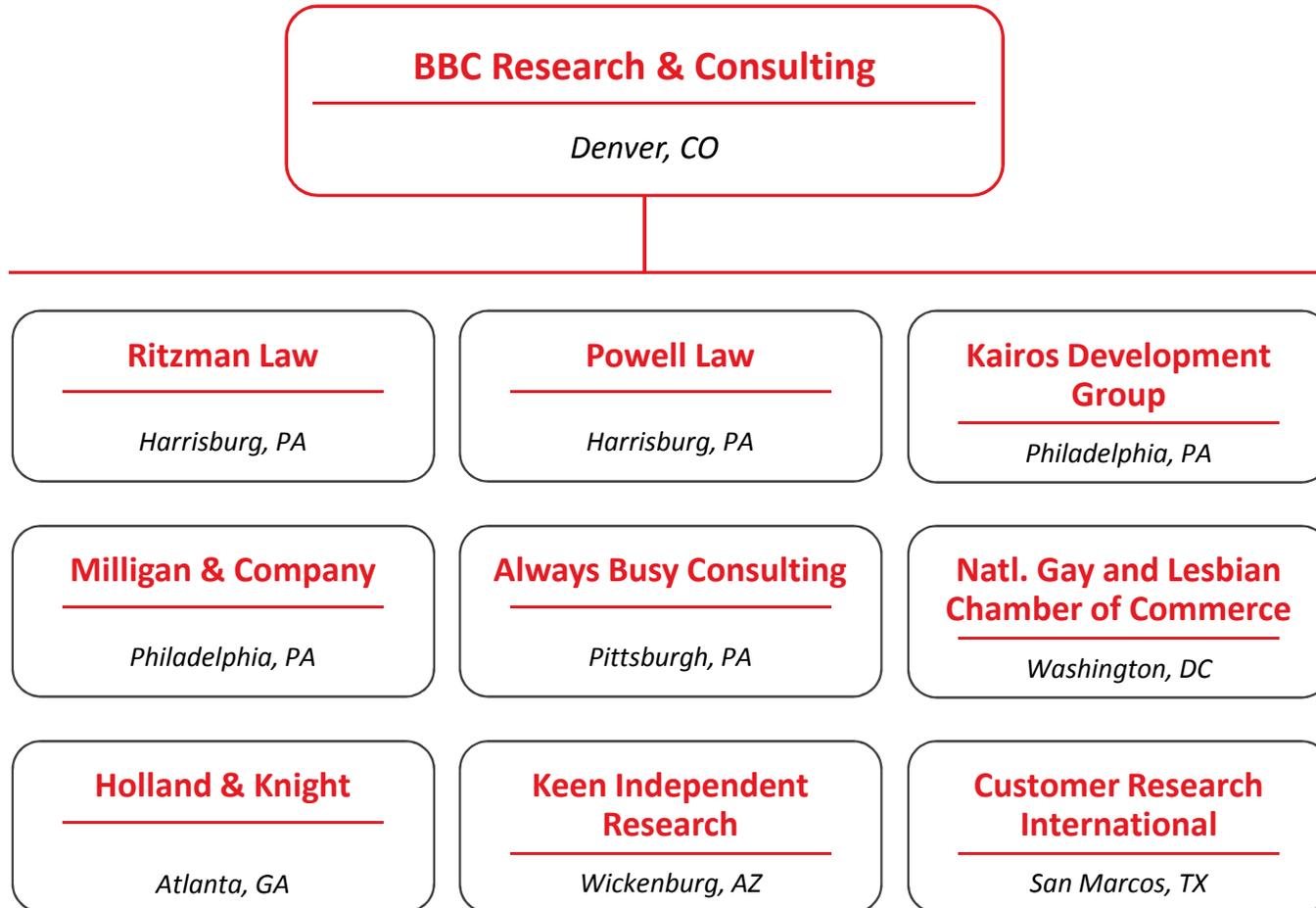
2017 COMMONWEALTH OF PENNSYLVANIA DISPARITY STUDY



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PROJECT TEAM



PRIMARY OBJECTIVES

Assess whether disadvantaged
businesses (DBs) face discrimination

Assess participation of disadvantaged businesses

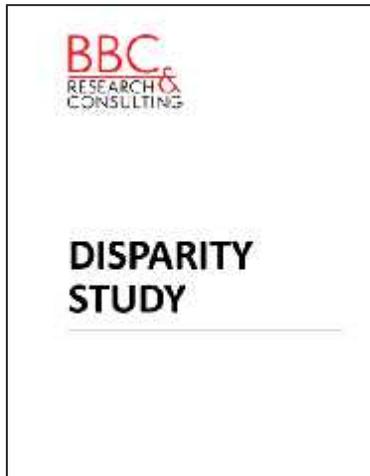
Examine marketplace conditions

Review contract policies, program measures

Refine current program measures

Ensure legal compliance

DISPARITY STUDY



Legal analysis and framework

Review of contracting, program measures

Utilization analysis

Availability analysis

Disparity analysis

Community engagement

Explanations of any disparities

Analyses of marketplace conditions

Overall DBE goal

Recommendations and implementation

UTILIZATION ANALYSIS

Determine percentage of prime contract,
subcontract dollars that went to DBs

Agency data

Contract data

Vendor data

Other information

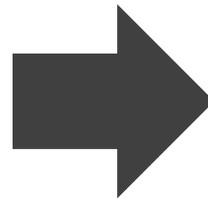
Survey data

Business information

Lines of work

Year established

Disadvantaged businesses
status



XX%

DB PARTICIPATION
on agency contracts

AVAILABILITY ANALYSIS

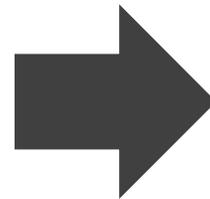
Measure percentage of contract dollars
DBs ready, willing, and able to perform

Agency data

Contract data
Other information

Survey data

Lines of work
Contractor role
Year established
Relative capacity
Locations willing to work
Qualifications and interest
Disadvantaged businesses status



XX%
DB AVAILABILITY
for agency contracts

DISPARITY ANALYSIS

Assess differences between
utilization and availability

$$\frac{\text{XX\% DB PARTICIPATION}}{\text{XX\% DB AVAILABILITY}} = \text{DISPARITY INDEX}$$

Disparities of 0.80 or less
considered *substantial*
Assessment of explanations
for any disparities

COMMUNITY ENGAGEMENT

Informational Efforts

Steering committee
Webpages/e-mail
Public notices

Participation Efforts

Public meetings
In-depth interviews
Telephone surveys



PUBLIC HEARINGS

Offer community opportunity to:

Learn about disparity study

Learn how to participate

Ask questions

Submit testimony—written or verbal

Process

Work with DGS staff to determine locations and times

Advertise through newsletters, website, and Commission

Provide opportunity to give public and private testimony

IN-DEPTH INTERVIEWS

Overview

75 interviews with firms statewide

Wide variety of firms

- Throughout the commonwealth

- Across different industries

- Experience working with prime contractors and the state

- Certified DBs, non-certified DBs, and majority-owned firms

Attempt to preserve anonymity

IN-DEPTH INTERVIEWS

Offer business owners opportunity to:

- Identify keys to business success

- Discuss experiences working in Pennsylvania marketplace

- Share experiences working with the Commonwealth of Pennsylvania

Results

- Data included in comprehensive appendix

- Analyzed in conjunction with quantitative data

- Informs recommendations for future policies and programs

QUALITATIVE DATA

Verbal or written testimony related to experiences working in Pennsylvania

PADisparityStudy@bbcresearch.com



Race-, gender-, or LGBT based discrimination

Barriers to success

Payment issues

Private or public sector work

Prime contractor or subcontractor work

Working with participating agencies

NEXT STEPS

Hold data meetings

Review data systems, processes

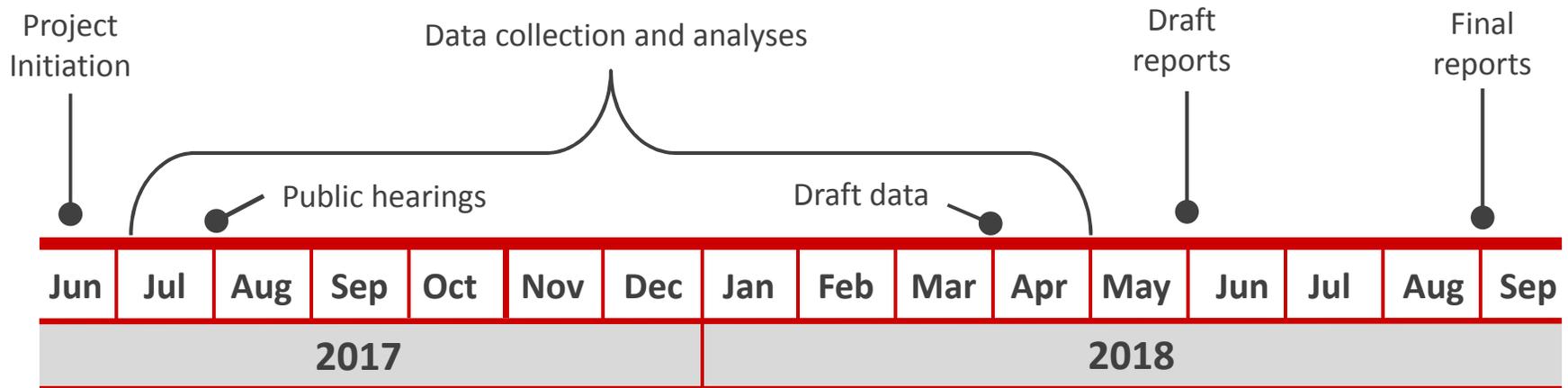
Make detailed data requests

Review, analyze agency data

Discuss legal framework

Conduct telephone surveys

STUDY SCHEDULE



THANK YOU!