2017 COMMONWEALTH OF PENNSYLVANIA DISPARITY STUDY

Kevin Williams, Managing Director
Dr. Sameer Bawa, Managing Director
Dr. James Davis, Associate
Ada Van Roekel, Research Associate

BBC Research & Consulting
1999 Broadway, Suite 2200
Denver, Colorado 80202
(303) 321-2547
kwilliams@bbcresearch.com
PROJECT TEAM

BBC Research & Consulting
Denver, CO

Ritzman Law
Harrisburg, PA

Powell Law
Harrisburg, PA

Kairos Development Group
Philadelphia, PA

Milligan & Company
Philadelphia, PA

Always Busy Consulting
Pittsburgh, PA

Natl. Gay and Lesbian Chamber of Commerce
Washington, DC

Holland & Knight
Atlanta, GA

Keen Independent Research
Wickenburg, AZ

Customer Research International
San Marcos, TX
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

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

- 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

Project Initiation

Data collection and analyses

Draft data

Public hearings

Draft reports

Final reports

Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep

2017 2018
THANK YOU!