

Diversity Goals Overview

GESA Pre-Quote
Meeting

August 08, 2019

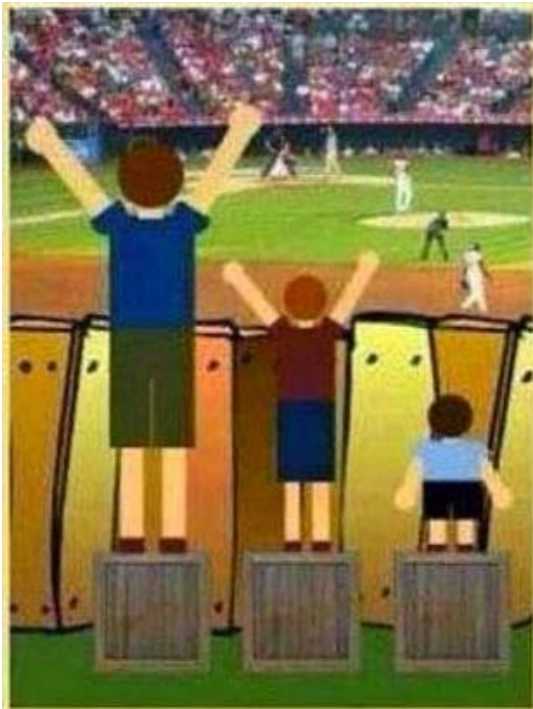


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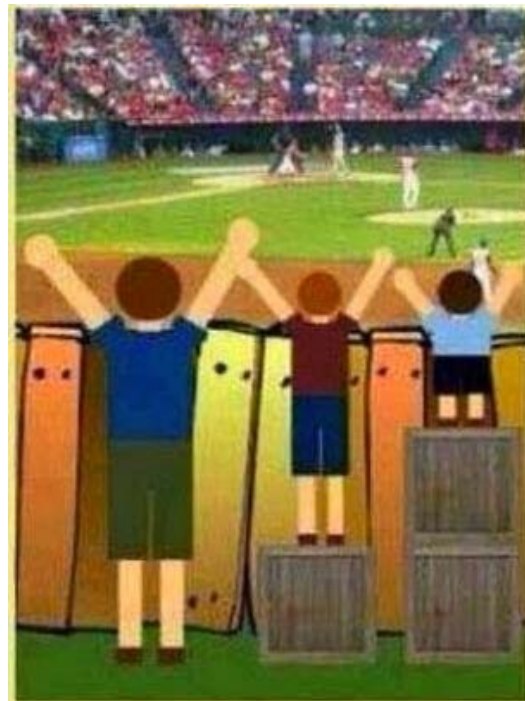
BUREAU OF DIVERSITY, INCLUSION
AND SMALL BUSINESS OPPORTUNITIES



What's the Point?



Equal



Fair

DGS Disparity Study

- The Commonwealth of Pennsylvania's first ever comprehensive disparity study was concluded in October 2018. **The study identified disparities in the participation of small diverse business in Pennsylvania state contracting.**
- The disparity study assessed to what extent small diverse businesses (SDBs) face discrimination through the examination of:
 - Participation of Small Diverse Businesses
 - Marketplace Conditions
 - Contract Policies
 - Program Measures
 - Legal Compliance

DGS Disparity Study Objectives

- Provide evidence & recommendations to assist in the implementation of SDB programs, including overall goal setting, project specific goal setting, race-neutral elements & program enhancements
- Educate policy makers and stakeholders about the legal and economic issues
- Provide a legal defense if the Small Diverse Business Programs are challenged
- Meet federal regulatory requirements

Overall Aspirational Goals



Statewide Small Diverse Business Goal = 26.3%

Veteran Small Business Enterprise Goal = 4.6%

Why Set Solicitation-Specific Goals?

- To “narrowly tailor” goal to the market availability of small diverse businesses (SDBs) for each solicitation.
- Provide a legally defensible framework for contract compliance.

Goal Setting

SDB/VBE Goal Setting Policy

1. Replaces the current SB/SDB participation scoring process
2. Technical=200 points
ECM/Cost=800 points



Step Three: Goal Setting

SDB/VBE Goal Setting Policy

2. Applies to

- Supplies
- Services
- Construction
- Design Professional Services

Step Three: Goal Setting

SDB/VBE Goal Setting Policy

3. Includes

- RFPs
- RFQs
- IFBs

Setting Solicitation-Specific Goals

Goal setting involves two components:

1. A mathematical calculation using SDB availability and project work scopes
2. An assessment of market pressures and past performance

Commonwealth Policy: Goals may be set for procurement solicitations of \$250,000+ and construction solicitations of \$300,000+.

Key Resources of Goal Setting

- Total Scope of Work - work categories/line items **(P.O.)**
- Project Estimate with dollar value of each line item **(SME)**
- Geographic market for project work **(SME)**
- UNSPSC codes for each scope of work **(SME/BDISBO)**
- Universe of DGS verified SDBs with UNSPSC codes **(BDISBO)**
- Procurement Review Group (PRG) collaboration



GESA Overall Project Goal

Small Diverse Businesses (SDBs)	25%
Veteran Business Enterprises (VBEs)	8%

Specific goals will be determined after the IGA when work scope is specified. Goals may be decreased, but not increased.

Let's Chat



Contact Us

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