

Advancing Equity in the Region

Equity Grant Update Approved in 2021

Presenters:

Procurement: Laura Vedder Assistant Director; Robert Carey, Contracts Manager

Office of Equity and Equal Opportunity: Ashanti Payne, Assistant Director

Human Resources: Aaron Koski, Senior Manager, Workforce Development

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metcouncil.org



The proposal included:

1) Financial incentives for Exceeding Metropolitan Council Underutilized Business (MCUB) goals

2) Council Contractor Apprenticeship Reimbursement and

3) Fostering MCUB Businesses



1) Financial Incentives for Exceeding MCUB Goals: Data Measurement

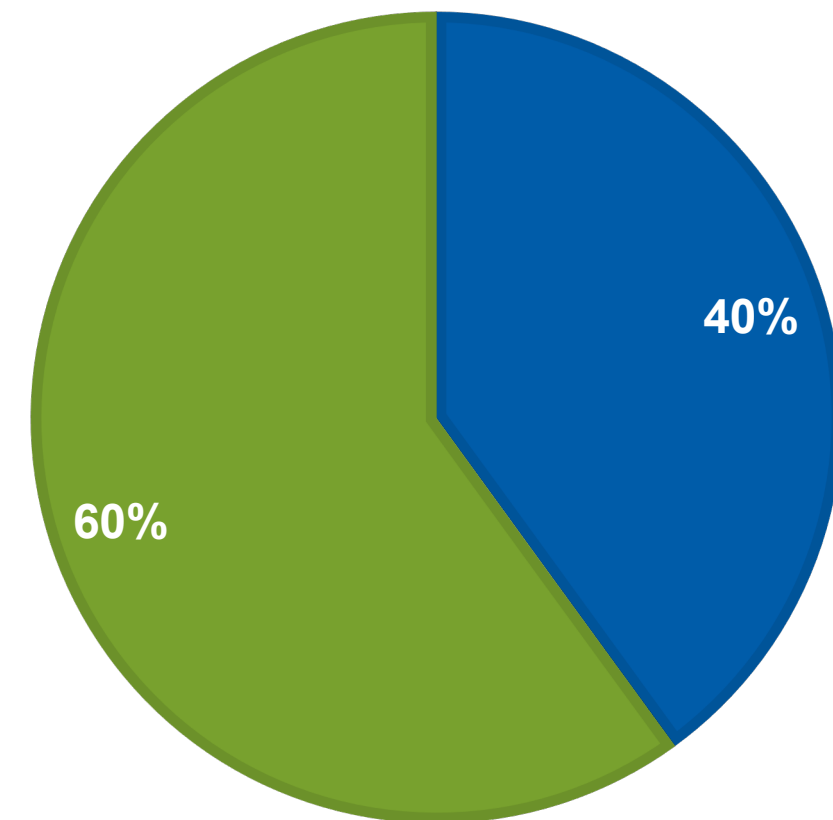
- Number and percent of bidders that commit to exceeding goals
- Contract dollars distributed
- Distribution by contractor/consultant type
- Original goal vs. Increased commitment
- Feedback from contractors/consultants

1) Funding Received: Incentives Ratio

- **Funding Granted:** \$125,000
Total (4 projects)
- \$75,000 for incentives for construction projects
 - Incentive = \$5,000 per additional MCUB participation %
- \$50,000 for professional technical services
 - Incentive = \$2,500 per additional MCUB participation %

FUNDING RATIO

■ Professional Technical Services ■ Construction



1) Financial Incentives for Exceeding MCUB Goals – Implementation

- Update contract language
- Two locally funded construction projects
- Two professional and technical service projects

1) Financial Incentives for Exceeding MCUB Goals - Outcomes

Project	Department & Type	MCUB Goal & MCUB Commitment	Total Contract Amount
Equity Evaluation of Regional Transportation Investment	MTS – Services	20% / 29%	\$410,000
Regional Maintenance Facility (RMF) Expansion	MCES – Construction	15% / 19%	\$18,844,080
Lake Street and 35W BRT Station Public Art Project	MT – Services	11%	Proposals due 7/28/22
Overhead Door Replacement at STH	MT – Construction	15% / 22%	\$1,208,750

2) Council Contractor Apprentice Reimbursement - CCAR

Goal and Funding

- **CCAR Goal: Increase the number of women and people of color union construction apprentices who work on Council capital projects**
 - Council partially reimburses contractor / employer who hire a female or person of color graduate of Building Strong Communities program as an apprentice working on a Council capital project
 - Contractor eligible to be reimbursed up to 1,500 hours / \$11,250 per eligible apprentice
- **CCAR Funding: \$200,000 award to fund 2-year pilot**

2) Council Contractor Apprentice Reimbursement - CCAR

Progress and Status

- Developed contract language and process – Q3 2021
- Created and design forms and support documents – Q4 2021
- Began contract effort with 2 eligible contractors – Q1 2022
- Received signed contract with 1 contractor – Q2 2022
 - Executed Contract – Minger Contracting
 - 1 female BSC 2021 graduate / Laborer apprentice
 - Worked 383 hours on 3 MCES projects
 - Reimbursement amount \$1,817

2) Council Contractor Apprentice Reimbursement - CCAR

Summary & Next Steps

- Building Strong Communities 2022 Cohort graduated early May
- 21 placements / apprenticeships into 7 different union craft trades
- 11 apprentices hired by 8 contractors who work on Metropolitan Council
- Enter into contracts with new eligible contractors



3) Fostering MCUB Business

Summary

The Office of Equity and Equal Opportunity has established the Engagement and Development Unit (EDU) responsible for developing programs, initiatives and tools that support inclusive participation in Council programs, activities and services to advance MCUB program objectives that will achieve equitable outcomes. This unit will manage utilization of these funds to provide outreach, business development, technical training, and assistance programs for certified small businesses (MCUBs) in the region.

3) Fostering MCUB Business

Goal and Funding

- OEEO - \$175,000
 - Council programming funds allocated to the Office of Equal Opportunity to develop projects activities and services that foster MCUB participation in Council procurements. Those funds will be leveraged with other funding sources and programming objectives operated by regional partners conducting activities seeking the same objectives and outcomes and open up additional opportunities for MCUB firms.

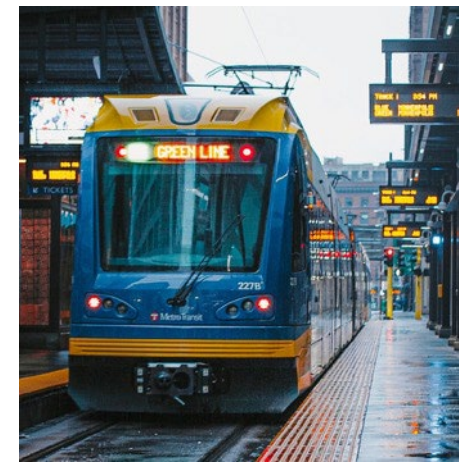
3) Fostering MCUB Business

Progress and Status

Engagement & Development Unit (EDU):

- EDU Manager – Currently in selection process (projected start date July 1, 2022)
- Program Specialist – Employee began role May 2021
- Project Manager – Recruitment & selection targeted for July 2022

- Conducted survey of Certified Small Businesses & Larger, longer established Prime Contract holders – July 2021
- Identified projects/initiatives for use of allocated Equity Funds:
 - ✓ MCUB Bench Program
 - ✓ Bidding/Estimating Training & Technical Assistance
 - ✓ Change Orders & Pay Applications Training
 - ✓ Build capacity for MCUBs in areas where there is need



3) Fostering MCUB Business

Measurability

- The success of the program will be measured by Council spend and MCUB program data, which includes:
 - Increased number of MCUB bidders
 - Number of MCUB contracts awarded
 - Increased spend with MCUB business
 - Increase in capacity of MCUB firms
 - Increase in revenue of MCUB firms
 - Increase in number of partnerships & mentor-protégé relationships
 - Increase in employment opportunity within MCUB firms