



SWLRT Disaggregated Participation Data for Disadvantaged Business Enterprises and Workforce

Office of Equal Opportunity

September 2021

Overview

The METRO Green Line Extension (Southwest LRT), also known as the Southwest LRT (SWLRT) Project is the largest infrastructure project in the State of Minnesota's history. The project is funded in part by federal dollars received by the Metropolitan Council (Council) from the Federal Transit Administration. This funding requires compliance with Federal Disadvantaged Business Enterprise (DBE) Program Regulations. In addition, construction contracts in Hennepin County are required to comply with workforce requirements, Equal Employment Opportunity (EEO) regulations, and Affirmative Action (AA) regulations monitored and enforced by the Minnesota Department of Human Rights.

In support of the Thrive MSP 2040 vision, the Council is committed to advancing equity in our region by intentionally working with stakeholders to undo disparities and inequities. The Office of Equal Opportunity (OEO) is leading the compliance efforts for the DBE program and supports the Minnesota Department of Human Rights (MDHR) in their compliance monitoring of workforce on this project.

The DBE Program advances equity in our region by ensuring that certified small businesses have the opportunity to participate on federally funded contracts. OEO is responsible for setting DBE goals on the contracts and working to reduce barriers faced by DBEs. Success is measured by the amount of dollars paid to certified DBE businesses compared to the total amount of dollars paid for the contract. OEO monitors the invoices and field activities to ensure that DBEs are performing a commercially useful function as they provide goods and services for their specific contract. Beyond the DBE participation achievements, OEO also reviews the good faith efforts by contractors to increase opportunities for DBE participation. The DBE goals for construction are:

- SWLRT Civil Contract: 16%
- SWLRT Systems Contract: 12%
- SWLRT Franklin O&M Building Modification Contract: 15%
- SWLRT OMF Demolition: 18%

While the DBE Program focuses on equity and equal opportunity for businesses, the workforce monitoring is focused on equity in the labor force of the construction firms on the contracts. The workforce goals were updated in 2017 after reviewing the region's projected population, demographic growth and assessing the projected construction industry needs. Success is measured by the number of hours worked by women and people of color and indigenous people (POCI) compared to the total amount of hours worked on the contract. This is done by reviewing the certified payroll reports and interviewing construction workers in the field. In addition, MDHR reviews the contractors' good faith efforts of intentionally recruiting for and development of career pathways for women and POCI. The workforce goals for construction contracts in excess of \$100,000 in the counties of Hennepin and Ramsey are:

- POCI: 32%
- Women: 20%

To support the Council's commitment to equity, we have partnered with MDHR to co-chair a DBE and Workforce Advisory Committee (DWAC) that meets monthly during construction to review progress. The committee's membership consists of subject matter experts from partner agencies, community-based organizations, and union trades. On a quarterly basis, the DWAC reviews the disaggregated data for DBE and workforce to help reveal patterns and identify sub-populations that may need more intentional efforts to increase participation for the greatest impact. Committee information, presentations and minutes and be found at swlrt.org.

Contents

- 1 Disaggregated DBE Data 1
 - 1.1 Disaggregated DBE Data Across All Construction Contracts 1
 - 1.1.1 Disaggregated DBE Data for the SWLRT Civil Contract..... 2
 - 1.1.2 Disaggregated DBE Data for the SWLRT Systems Contract..... 3
 - 1.1.3 Disaggregated DBE Data for the SWLRT Franklin O&M Building Modification Contract 4
 - 1.1.4 Disaggregated DBE Data for the SWLRT OMF Demolition Contract 4
- 2 Disaggregated Workforce Data 4
 - 2.1 Disaggregated Workforce Data on the SWLRT Construction Contracts..... 4
 - 2.2 Disaggregated Workforce Data on the SWLRT Civil Contract..... 5
 - 2.2.1 SWLRT Civil Workforce Participation Over Time..... 5
 - 2.3 Disaggregated Workforce Data on the SWLRT Systems Contract 6
 - 2.3.1 SWLRT Systems Workforce Participation Over Time..... 6
 - 2.4 Disaggregated Workforce Data on the SWLRT Franklin O&M Building Modification Contract..... 7
 - 2.4.1 SWLRT Franklin O&M Building Modification Workforce Participation Over Time..... 7
 - 2.5 Workforce Data on the SWLRT OMF Demolition Contract..... 8

1 Disaggregated DBE Data

1.1 Disaggregated DBE Data Across All Construction Contracts

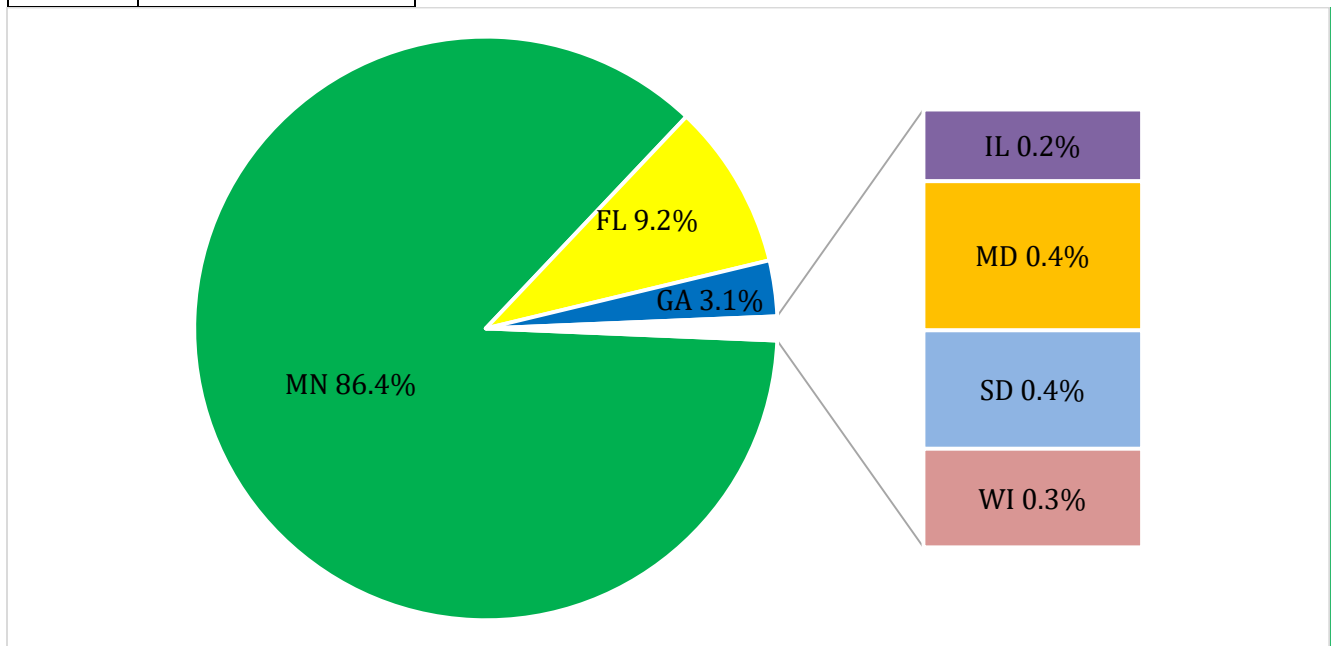
The DBE Program collects data on DBE firms when they receive their DBE certification and are entered into the DBE directory. The federal regulations require that the certification standards and processes are uniform across the program. The DBE Program delineates ethnic data into the following categories: Asian Pacific, Asian Subcontinent, Black, Hispanic, Native American, and White Women.

Sum of All Construction Contracts as of June 30, 2021 is \$1,183,937,790.

Ethnicity Group	Women	%	Men	%	Total	%
Asian Pacific	\$277,743	0.02%	\$40,021,329	3.38%	\$40,299,072	3.40%
Asian Subcontinent	\$-	0.00%	\$1,900,001	0.16%	\$1,900,001	0.16%
Black	\$43,369	0.00%	\$9,227,926	0.78%	\$9,271,295	0.78%
Hispanic	\$727,600	0.06%	\$28,726,050	2.43%	\$29,453,650	2.49%
Native American	\$3,812,256	0.32%	\$18,538,811	1.57%	\$22,351,067	1.89%
White Women	\$119,918,487	10.13%			\$119,918,487	10.13%
					\$223,193,571	18.85%

Construction DBE Participation by State

State	Total
MN	\$192,852,513
FL	\$20,500,000
GA	\$6,907,529
IL	\$479,004
MD	\$1,000,000
SD	\$795,000
WI	\$659,526



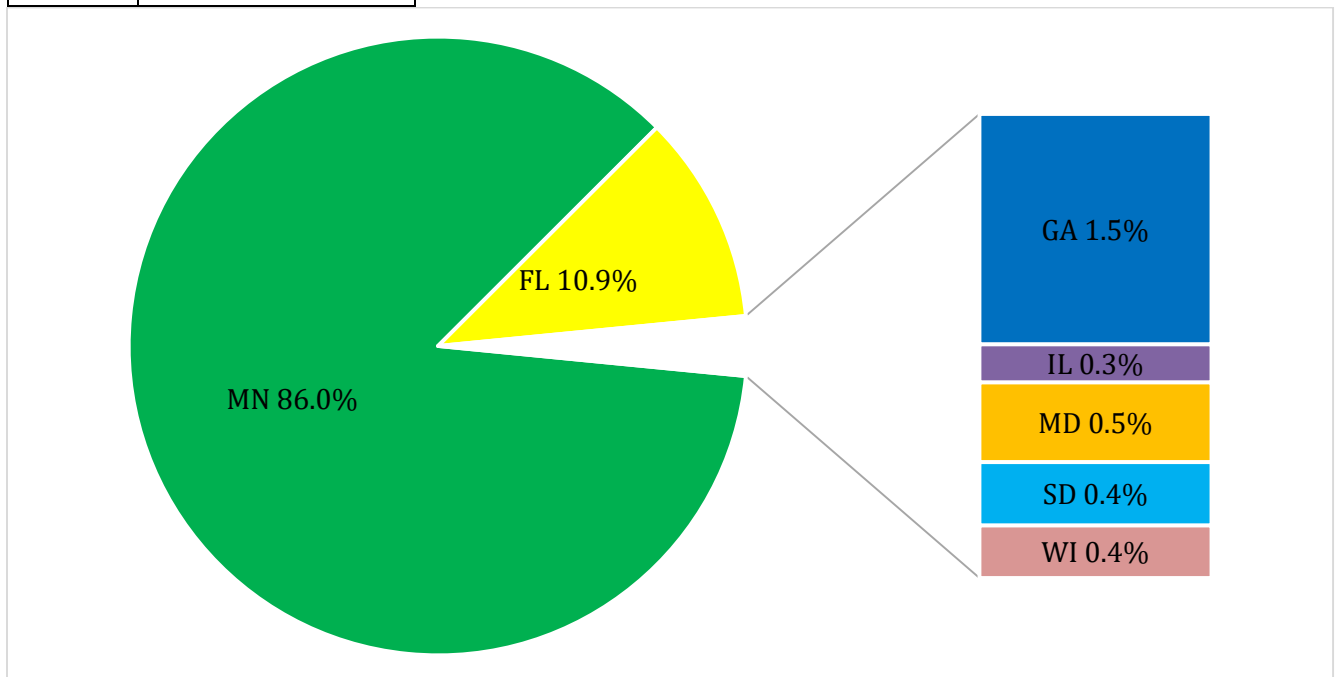
1.1.1 Disaggregated DBE Data for the SWLRT Civil Contract

The SWLRT Civil Contract has a 16% DBE goal. The revised contract value for the SWLRT Civil contract as of June 30, 2021 is \$950,521,491.

Ethnicity Group	Women	%	Men	%	Total	%
Asian Pacific	\$277,743	0.03%	\$38,624,503	4.06%	\$38,902,246	4.09%
Asian Subcontinent	\$-	0.00%	\$838,001	0.09%	\$838,001	0.09%
Black	\$-	0.00%	\$5,998,695	0.63%	\$5,998,695	0.63%
Hispanic	\$-	0.00%	\$28,426,050	2.99%	\$28,426,050	2.99%
Native American	\$-	0.00%	\$18,012,091	1.89%	\$18,012,091	1.89%
White Women	\$95,239,611	10.02%			\$95,239,611	10.02%
					\$187,416,694	19.72%

Civil DBE Participation by State

State	Total
MN	\$161,088,946.93
FL	\$20,500,000.00
GA	\$2,894,218.00
IL	\$479,003.56
MD	\$1,000,000.00
SD	\$795,000.00
WI	\$659,526.00



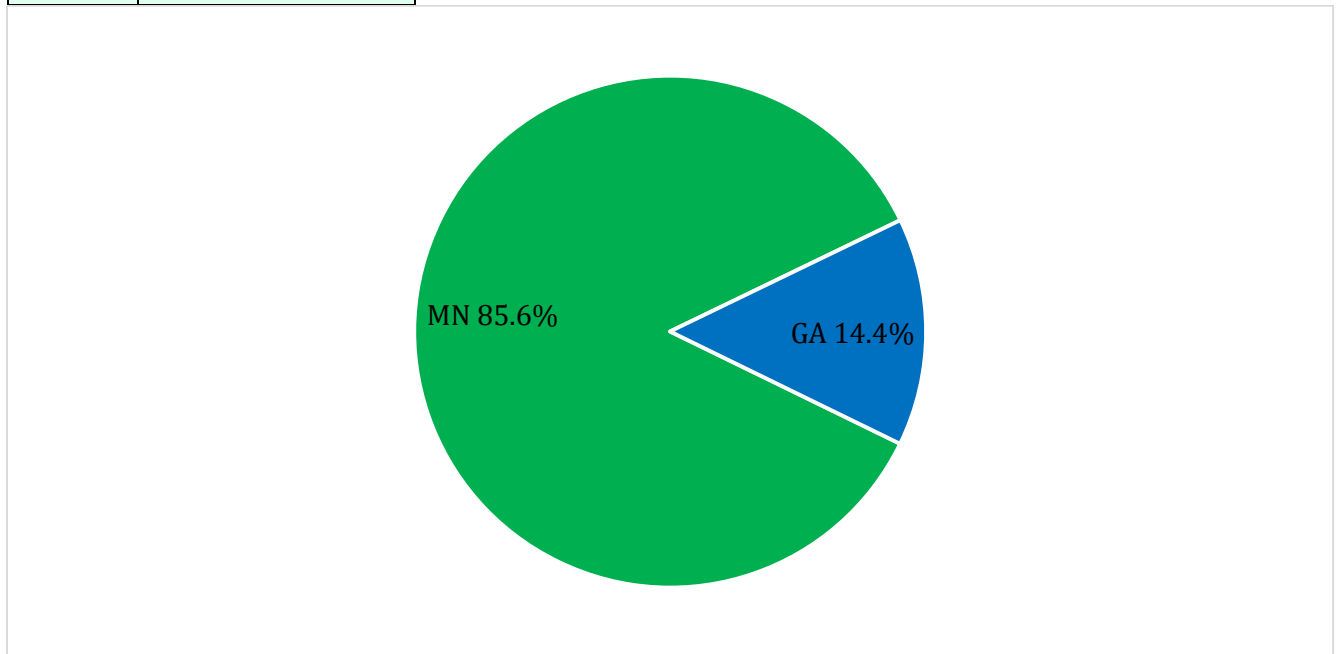
1.1.2 Disaggregated DBE Data for the SWLRT Systems Contract

The SWLRT Systems Contract has a 12% DBE goal. The revised contract value for the SWLRT Systems contract as of June 30, 2021 is \$193,831,209.

Ethnicity Group	Women	%	Men	%	Total	%
Asian Pacific	\$-	0.00%	\$660,800	0.34%	\$660,800	0.34%
Asian Subcontinent	\$-	0.00%	\$1,062,000	0.55%	\$1,062,000	0.55%
Black	\$-	0.00%	\$3,229,231	1.67%	\$3,229,231	1.67%
Hispanic	\$-	0.00%	\$300,000	0.15%	\$300,000	0.15%
Native American	\$-	0.00%	\$130,402	0.07%	\$130,402	0.07%
White Women	\$22,470,551	11.59%			\$22,470,551	11.59%
					\$27,852,983	14.37%

Systems DBE Participation by State

State	Total
MN	\$23,839,673
GA	\$4,013,311



1.1.3 Disaggregated DBE Data for the SWLRT Franklin O&M Building Modification Contract

The SWLRT Franklin O&M Building Modification Contract has a 15% DBE goal. The revised contract value for the SWLRT Franklin O&M Building Modification contract as of June 30, 2021 is \$39,180,098.

Ethnicity Group	Women	%	Men	%	Total	%
Asian Pacific	\$-	0.00%	\$736,026	1.88%	\$736,026	1.88%
Asian Subcontinent	\$-	0.00%	\$-	0.00%	\$-	0.00%
Black	\$43,369	0.11%	\$-	0.00%	\$43,369	0.11%
Hispanic	\$727,600	1.86%	\$-	0.00%	\$727,600	1.86%
Native American	\$3,812,256	9.73%	\$396,318	1.01%	\$4,208,574	10.74%
White Women	\$2,133,715	5.45%		0.00%	\$2,133,715	5.45%
					\$7,849,284	20.03%

Franklin O&M Building Modification DBE Participation by State

All of the DBEs on the Franklin O&M Building Modification contract are from Minnesota and their contracts amount to \$7,849,284.

1.1.4 Disaggregated DBE Data for the SWLRT OMF Demolition Contract

The SWLRT OMF Demolition Contract had a 18% DBE goal. The final contract value for the SWLRT OMF Demolition contract was: \$404,992.00. The contract was closed in December of 2019 and had a DBE achievement of 18.42%.

There were only 2 DBEs on this small contract and they both were White Women owned. The sum of DBE contracts on SWLRT OMF Demolition is: \$74,610. All the DBEs on this contract are Minnesota DBEs.

2 Disaggregated Workforce Data

2.1 Disaggregated Workforce Data on the SWLRT Construction Contracts

Contractors on the SWLRT construction contracts are required to submit certified payroll reports into a tracking application called LCP Tracker and submit workforce reports to MDHR on a monthly basis. MDHR separates the participation data into the following ethnicity categories: Asian, Black, Hispanic, Multi-racial, Native American, Not Specified, and White. All the construction contracts are in excess of \$100,000 and located in Hennepin County. The following workforce goals apply to the SWLRT construction contracts:

- POCI: 32%
- Women: 20%

The general contractors are responsible for meeting these workforce goals, complying with the workforce requirements, and managing the workforce participation of their subcontractors. OEO and MDHR meet monthly with the general contractors to review their progress and good faith efforts towards meeting the goal.

2.2 Disaggregated Workforce Data on the SWLRT Civil Contract

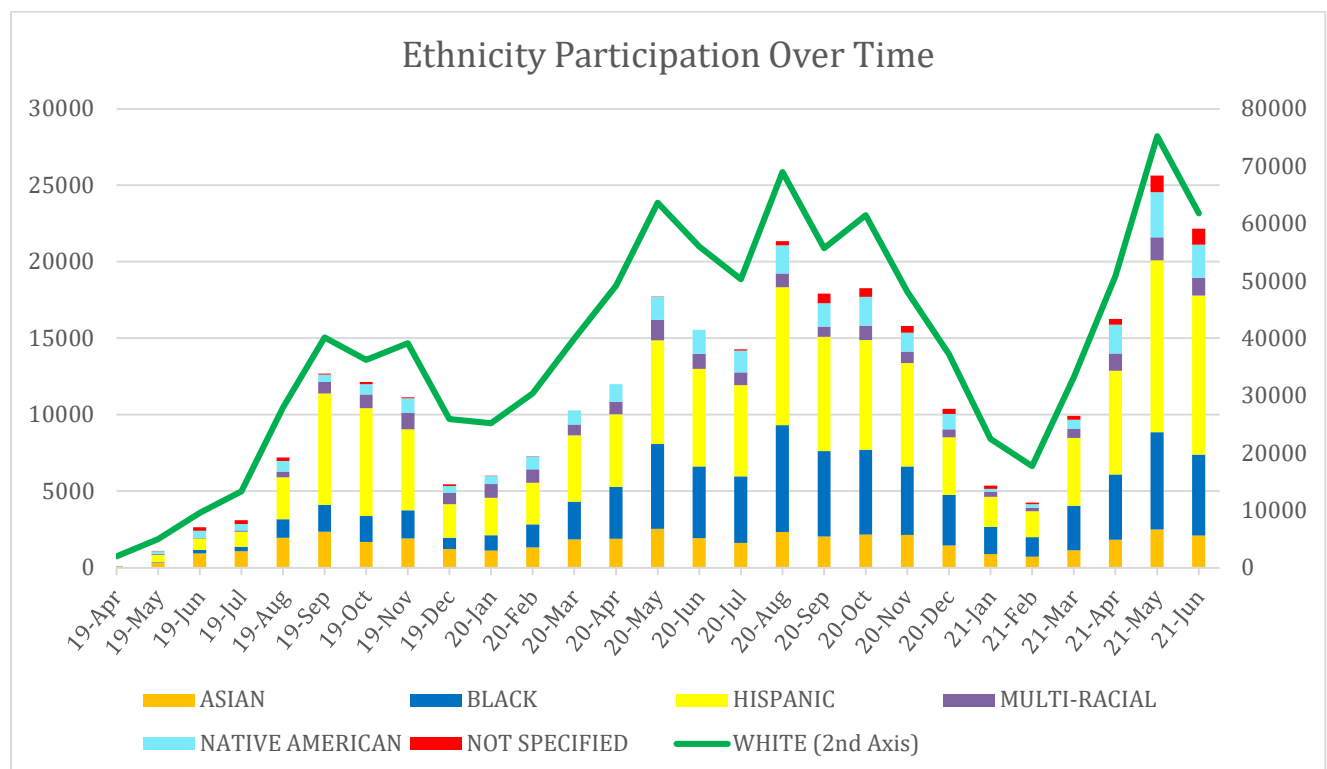
The workforce participation data for this contract has been pulled from the certified payroll reports submitted by the contractors and have not been fully confirmed by MDHR. The period of this data is from December 1, 2018 through June 30, 2021.

- Total Project Hours: 1,352,740 hrs
- Total POCI Hours: 299,470 hrs (21.1%)
- Total Women Hours: 110,030 hrs (8.2%)

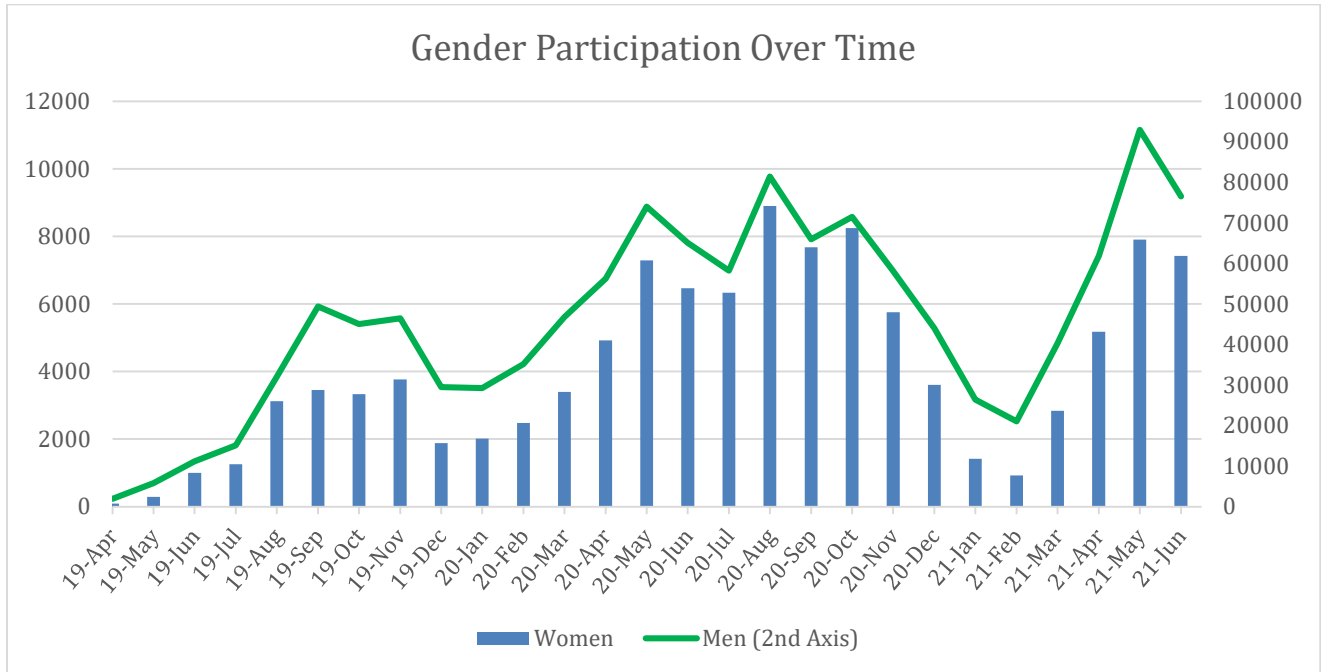
Ethnicity Group	Total Hours Women	Women Percent	Total Hours Men	Men Percent	Total Hours	Total Percent
Asian	91	0.0 %	42,825	3.2 %	42,916	3.2 %
Black	15,971	1.2 %	62,673	4.6 %	78,644	5.8 %
Hispanic	3,731	0.3 %	127,217	9.4 %	130,948	9.7 %
Multi-racial	700	0.1 %	18,574	1.4 %	19,273	1.4 %
Native Americans	10,492	0.8 %	17,197	1.3 %	27,688	2.0 %
Not Specified	135	0.0 %	6,382	0.5 %	6,517	0.5 %
White	79,911	5.9 %	966,830	71.5 %	1,046,741	77.4 %

2.2.1 SWLRT Civil Workforce Participation Over Time

Due to the disparities between the genders and ethnicity groups, the following charts will use 2 axes to help compare the values hours worked over this period. The line representing White participation corresponds to the second axis with the larger number of hours worked and the bars representing the other ethnic groups' participation will correspond with the first axis with less hours worked.



In the following chart, the line for men will correspond to the second axis and women to the first axis.



2.3 Disaggregated Workforce Data on the SWLRT Systems Contract

The workforce participation data for this contract has been pulled from the certified payroll reports submitted by the contractors and have not been fully confirmed by MDHR. The construction work on the SWLRT Systems contract has been dependent on the SWLRT Civil contract. Some work began in July of 2020 and the total to date is as of June 30, 2021.

- Total Project Hours: 530 hrs
- Total POCI Hours: 122 hrs (23.0%)
- Total Women Hours: 111 hrs (20.8%)

Ethnicity Group	Total Hours Women	Women Percent	Total Hours Men	Men Percent	Total Hours	Total Percent
Asian	0	0%	122	23.0%	122	23.0%
Black	0	0%	0	0%	0	0%
Hispanic	0	0%	0	0%	0	0%
Multi-racial	0	0%	0	0%	0	0%
Native Americans	0	0%	0	0%	0	0%
Not Specified	0	0%	0	0%	0	0%
White	111	20.8%	298	56.1%	408	77.0%

2.3.1 SWLRT Systems Workforce Participation Over Time

Due to the limited amount of data, no chart has been created for this contract.

2.4 Disaggregated Workforce Data on the SWLRT Franklin O&M Building Modification Contract

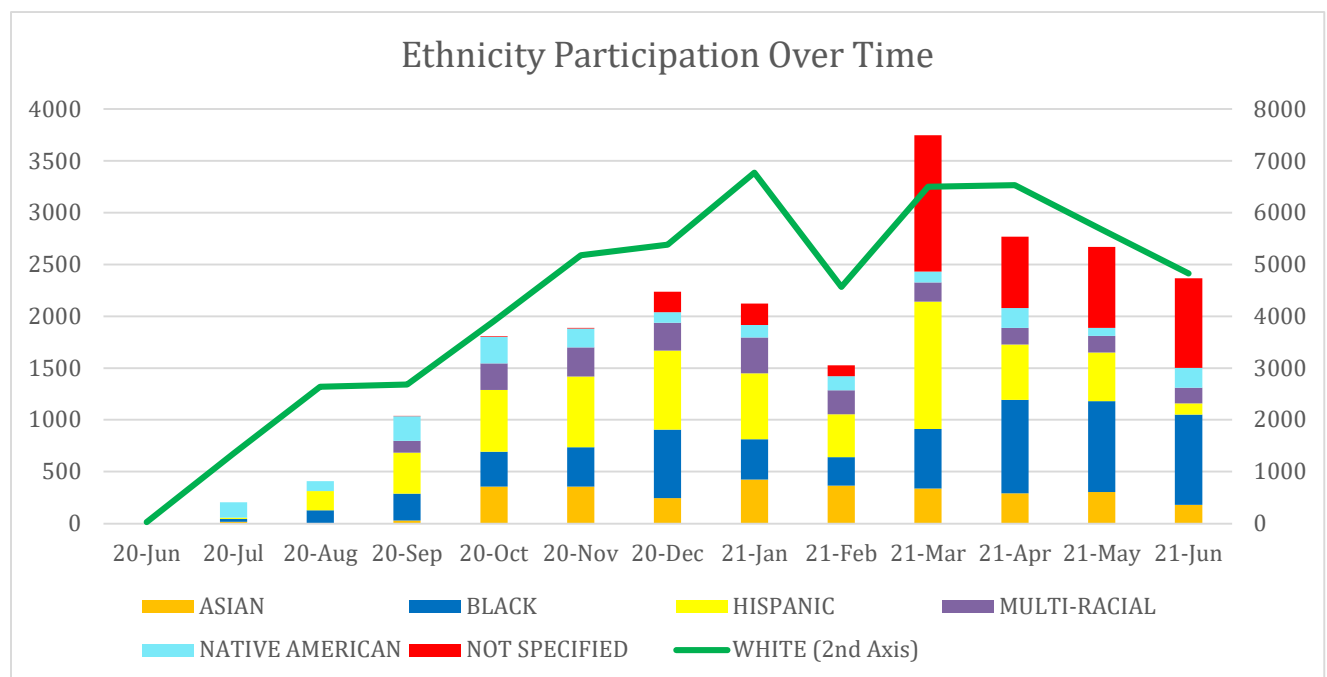
The workforce participation data for this contract has been pulled from the certified payroll reports submitted by the contractors and have not been fully confirmed by MDHR. The construction work on the SWLRT Franklin O&M Building Modification contract began in April of 2020 and the total to date is as of June 30, 2021.

- Total Project Hours: 78,804 hrs
- Total POCI Hours: 18,613 hrs (23.6%)
- Total Women Hours: 6,174 hrs (7.8%)

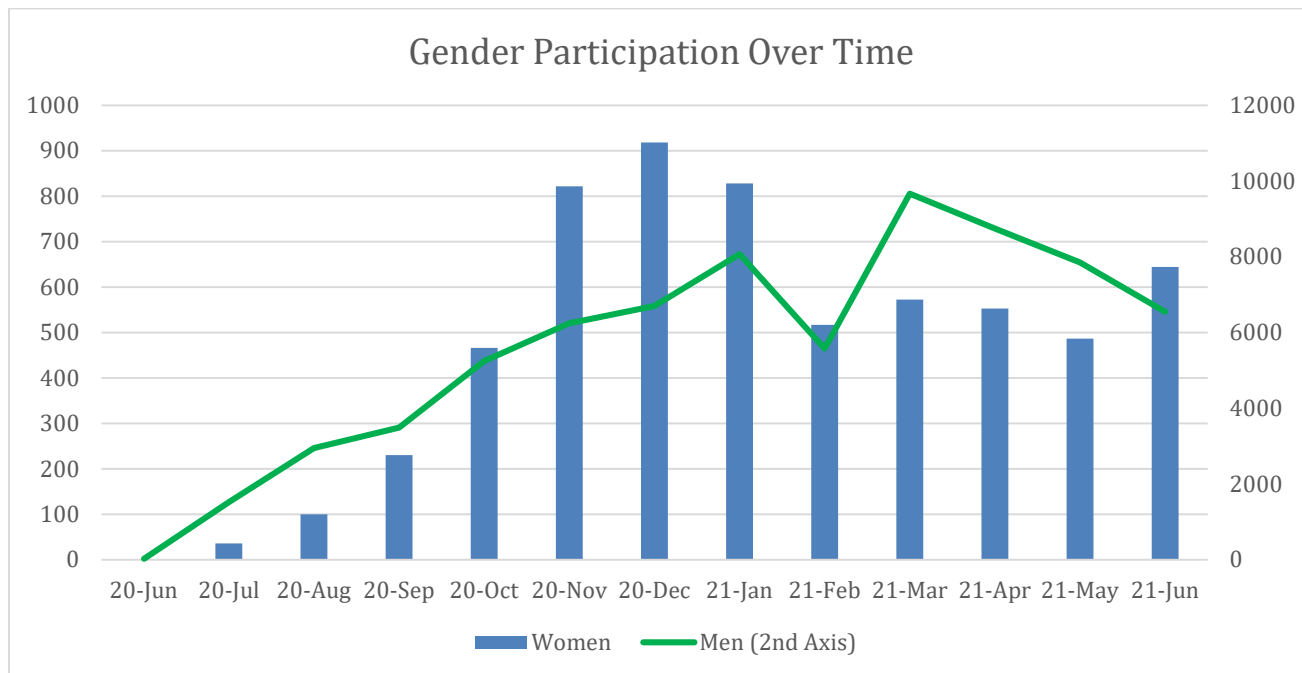
Ethnicity Group	Total Hours Women	Women Percent	Total Hours Men	Men Percent	Total Hours	Total Percent
Asian	216	0.3%	2,688	3.4%	2,904	3.7%
Black	2,180	2.8%	3,497	4%	5,677	7.2%
Hispanic	282	0.4%	5,750	7.3%	6,032	7.7%
Multi-racial	0	0.0%	2,157	2.7%	2,157	2.7%
Native Americans	0	0.0%	1,844	2.3%	1,844	2.3%
Not Specified	0	0.0%	4,176	5.3%	4,176	5.3%
White	3,496	4.4%	52,519	66.6%	56,015	71.1%

2.4.1 SWLRT Franklin O&M Building Modification Workforce Participation Over Time

Due to the disparities between the genders and ethnicity groups, the following charts will use 2 axes to help compare the values hours worked over this period. The line representing White participation corresponds to the second axis with the larger number of hours worked and the bars representing the other ethnic groups' participation will correspond with the first axis with less hours worked.



In the following chart, the line for men will correspond to the second axis and women to the first axis.



2.5 Workforce Data on the SWLRT OMF Demolition Contract

The workforce participation data for this contract has been pulled from the certified payroll reports submitted by the contractors and were confirmed by MDHR. The construction work on the SWLRT OMF Demolition contract began in December 2018 and ended in January 2019. The brevity of the project did not allow much opportunity for increasing participation.

- Total Project Hours: 877 hrs
- Total POCI Hours: 161 hrs (18.36%)
- Total Women Hours: 161 hrs (18.36%)

MDHR did have follow up meetings with the general contractor to review the good faith efforts and address concerns regarding the workforce participation achievement on this contract. No charts or tables were created due to the limited amount of data.