

Metropolitan Water Reclamation District

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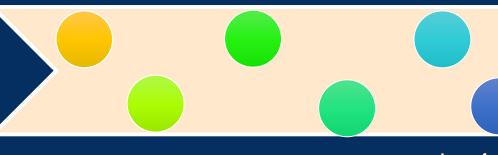
MWRD DIVERSITY



AFFIRMATIVE ACTION PROGRAM HISTORY-MWRD

MWRD began development of a program to mitigate discrimination in public contracting 1975 Interim
Appendix D
Ordinance was
adopted by the
BOC,
suspending all
numerical goals
for using M/WBEs
1989

MWRD BOC adopted revised Appendix D currently used. June 4, 2015



July 20, 1978
Board of
Commissioners
(BOC) enacted
the Affirmative
Action
Ordinance,
making the
MWRD one of the
first area
agencies to
institute an
Affirmative
Action Program

March 15, 1990 MWRD BOC adopted a new ordinance reimplementing numerical goals June 4, 2020
Sunset
provision goes
into effect on
current
ordinance



DIVERSITY PURPOSE & MISSION STATEMENT

- ☐ The purpose of the MWRD's Affirmative Action Program is to mitigate the present effects of discrimination based on race, ethnicity or sex in opportunities to participate on the MWRD's contracts and to achieve equitable utilization of M/W/SBEs in Certifications and Compliance.
- ☐ The mission is to ensure competitive and equal opportunities for minority-owned, women-owned and small business enterprises in the aware and performance of MWRD contracts.



GOAL SETTING

THE MWRD SETS GOALS FOR MBE, WBE, SBE & VBE PARTICIPATION BASED ON THE AVAILABILITY OF MBEs, WBEs & VBEs IN THE MWRD'S GEOGRAPHIC AND PROCUREMENT MARKET

INDIVIDUAL CONTRACT GOALS ARE SET ON A CONTRACT-BY-CONTRACT BASIS



2020 PARTICIPATION STATISTICS & THE HISPANIC COMMUNITY

Construction contracts – 11.59% of the MBE goal

27.81% of the VBE goal

33.77% of the WBE goal

Professional Services - 13.88% of the total goal

Job Order Contracts - 48.81% of the total goal



2021 PARTICIPATION STATISTICS & THE HISPANIC COMMUNITY

Construction contracts –

64.90% of the MBE goal

3.77% of the VBE goal

2.05% of the WBE goal

Job Order Contracts -

22.51% of the total goal



QUESTIONS?