

MWBE

Minority and Women-Owned
Business Enterprise

MWBE Program Annual Report

FY2020–2021



Raleigh



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Raleigh is a fast-growing city and has been ranked among the best places to live, work, play and own businesses. In planning for equitable economic growth and development, the City's business inclusion efforts known as the Minority and Women-Owned Business Enterprise (MWBE) Program strives to connect underrepresented businesses with opportunities, resources, and technical assistance.

The program was relocated to the Department of Equity and Inclusion in September 2020. Being part of a department that focuses on leveling the playing field was an essential shift to elevate the programming and visibility. The equity focus aligns well with the MWBE mission.

The program strives for women and underrepresented groups to make up 15% of City-sponsored contracting opportunities in construction and repair contracts of \$300,000 and above. The City's MWBE program supports continuing education, certification, and outreach. While the City consistently meets the 15% goal, it is time for an assessment of the marketplace and internal business practices. In 2022, Raleigh will embark on its first disparity study to identify a baseline in terms of underrepresented group participation in construction and professional services. This study will provide the necessary next steps to move the needle forward in creating a Raleigh for all!

Dr. Audrea M. Caesar
Director, Department of Equity & Inclusion

Testimonial: Busy Black Trucking



“Busy Black Trucking is a small, efficient dump truck service that provides aggregate material hauling services. Busy Black Trucking has worked as a subcontractor on two different projects with the City of Raleigh this past year. The process of getting the work was essentially effortless. It’s great that the City is making evident strides to ensuring minority and small businesses opportunities to provide services on their projects. We look forward to providing more services now and in the future. Thanks, City of Raleigh for the opportunity.”



Anthony Black, Owner
Busy Black Trucking Company
Serving customers since 2006

Get Connected

City of Raleigh MWBE Program

raleighnc.gov

Search: Minority

Doing Business with The City

RALEIGH SUPPLIER CONNECT

raleighnc.gov

Search: City Business

MYRALEIGH ALERTS AND EMAIL NEWSLETTER SUBSCRIPTIONS

raleighnc.gov

Search: Subscriptions

Community and Economic Development

raleighnc.gov/community-and-economic-development

MWBE Certification

NC DEPARTMENT OF ADMINISTRATION (HUB)

ncadmin.nc.gov/businesses/hub

NC DEPARTMENT OF TRANSPORTATION (DBE)

connect.ncdot.gov/business/Pages/default.aspx

Stay Connected



@RaleighGov



@RaleighGov



@CityofRaleigh

Our Strategic Plan

The City of Raleigh's MWBE Program works to facilitate increased education and outreach to minority businesses. The strategic plan for the program includes internal and external priorities that aim to fulfill the mission through engagement, education, and compliance.



Engagement



Education



Compliance



78 MEETINGS

Construction Bid Meetings

The MWBE Office works closely with all City departments and divisions to assist in obtaining specified minority participation goals for contracts set by the City of Raleigh. We maintain positive working relationships and work together to promote the program at pre-bid, bid opening, and pre-construction meetings. Following COVID-19 precautions, the MWBE staff continued to participate in construction meetings virtually throughout FY20-21.



11 MEETINGS

MWBE Work Group Meeting

In 2018, the City of Raleigh created an internal work group focused on collecting data in a standardized manner, simplifying processes, and conducting project manager trainings. This effort has resulted in collecting more comprehensive data around construction contracts, more informed project managers city-wide, and a more predictable MWBE data collection and reporting process. For FY20-21, the work group was key to the successful implementation of several new processes to ensure consistent MWBE data collection.



Departmental/Divisional Meetings and Trainings

The MWBE team works diligently to engage departments and project managers through one-on-one departmental and divisional meetings and project manager trainings.

These meetings and trainings have helped establish new working relationships and strengthen the overall collaborative. They have been instrumental in providing opportunities for the MWBE team to discuss reporting requirements and establish primary points of contact for various data requests.

In February 2021, updates to MWBE Standard Operating Procedures were approved. As a result, new MWBE forms and affidavits were incorporated.

For FY20-21, there was a 20% increase in project management staff attending project manager trainings when compared to FY19-20.

Additionally, MWBE staff added a new training in FY20-21 to discuss Good Faith Efforts required by bidders for construction and repair projects of \$300,000 or more.

Project Manager Training Attendance: FY20-21

71

MARCH 16, 2021

42

MARCH 30, 2021

Good Faith Effort Documentation Training Attendance: FY20-21

The purpose of this training was to provide an in-depth review of the listing of Good Faith Efforts and ways for Bidders to satisfy items listed on Affidavit A.

49

MAY 26, 2021



2 EVENTS

Outreach & Community Engagement

During the year, the MWBE Program staff actively engaged with MWBE businesses through outreach events, educational workshops, statewide and local conferences, referrals, and one on one counseling sessions.

The MWBE Program staff members served on boards, volunteered with committees, and engaged with community organizations to add a business perspective on diversity and inclusion. Some of the organizations that we have ongoing relationships with include:

- Capital City MED Week Committee
- Catholic Charities of the Diocese of Raleigh
- Diversity, Equity, and Inclusivity Alliance (Raleigh Chamber of Commerce)
- Hispanic Contractors Association of the Carolinas (HCAC)
- North Carolina MWBE Coordinator's Network (NCCN)
- North Carolina State University HUB Advisory Board
- North Carolina State Construction Advisory Board
- North Carolina Hispanic Chamber of Commerce
- North Carolina State Office of Historically Underutilized Businesses (HUB)
- North Carolina Department of Transportation's Disadvantaged Business Enterprise (DBE)
- United Minority Contractors of North Carolina (UMCNC)

The MWBE team participated virtually in two external outreach and community engagement events in FY20-21.

Raleigh-Durham Airport Authority

"In It to Win It: How to Bid with State and Local Agencies" was presented on August 25, 2020. Representatives from state and local agencies provided tips and strategies for submitting a successful bid.

During this event, City of Raleigh MWBE staff presented information on how to do business with the City. Business owners interested in submitting bids or proposals attended.



Department of Administration's Office for Historically Underutilized Businesses (HUB)

2020 Statewide Minority Enterprise Development (MED) Week was presented on October 20, 2020. The theme of the event was "Pivoting – Diversifying in the Midst of the Pandemic." The event included two panel discussions where businesses shared general practices conducive to short-term survival along with long-term resilience and growth.

The event featured a networking reception that allowed City of Raleigh MWBE staff to provide information about its programming. The virtual MWBE booth was visited by representatives from over 55 businesses and representatives from partnering agencies.

External Workshops

NC Hispanic Chamber of Commerce

On May 26, 2021, in partnership with the NC Hispanic Chamber of Commerce, City of Raleigh MWBE staff provided a virtual Spanish workshop, promoting the City of Raleigh's MWBE program and provided information on the HUB certification program administered by the NC Department of Administration.

VIVA Raleigh NC

On June 8, 2021, in partnership with VIVA Raleigh NC, City of Raleigh MWBE staff provided a live Spanish-speaking event. The purpose of the event was to inform the Hispanic community of the City of Raleigh's MWBE program and provide information on the HUB certification program administered by the NC Department of Administration.



HUB/DBE Certification Information Sessions

In collaboration with the NC Department of Transportation, MWBE Program staff facilitated monthly information sessions to educate businesses on NC Department of Transportation Disadvantaged Business Enterprise (DBE) and NC Office of Historically Underutilized Businesses (HUB) Certifications.

Our partners presented benefits of certification and explained the process, while the MWBE team concentrated on the City of Raleigh's MWBE program elements and how to do business with the City. Additionally, partners collaboratively shared information on their work to advocate for certification and minority business success.



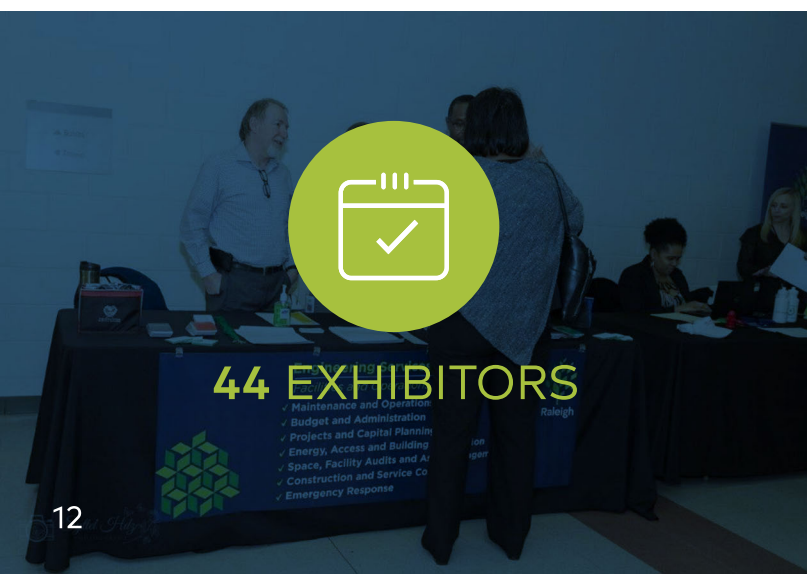
*For FY20–21,
7 certification information
sessions were conducted
with a 60% increase
in minority businesses
attending virtually when
compared to
FY19–20 attendance.*



Annual BusinessExpo

The 23rd Annual Raleigh Business Expo was once again a huge success. On June 10, 2021, the MWBE team, in partnership with Wake County Public School System's Office of Equity Affairs, held its first ever "Virtual" Business Expo. The event attracted over 105 attendees and 44 vendors.

Attendees were able to engage directly with multiple organizations in a single space to learn of procurement opportunities, business development resources, upcoming projects, and for business-to-business networking. Two business development workshops and the honored selection of 'Subcontractor of the Year' were featured as Expo highlights.



44 EXHIBITORS



105 ATTENDEES

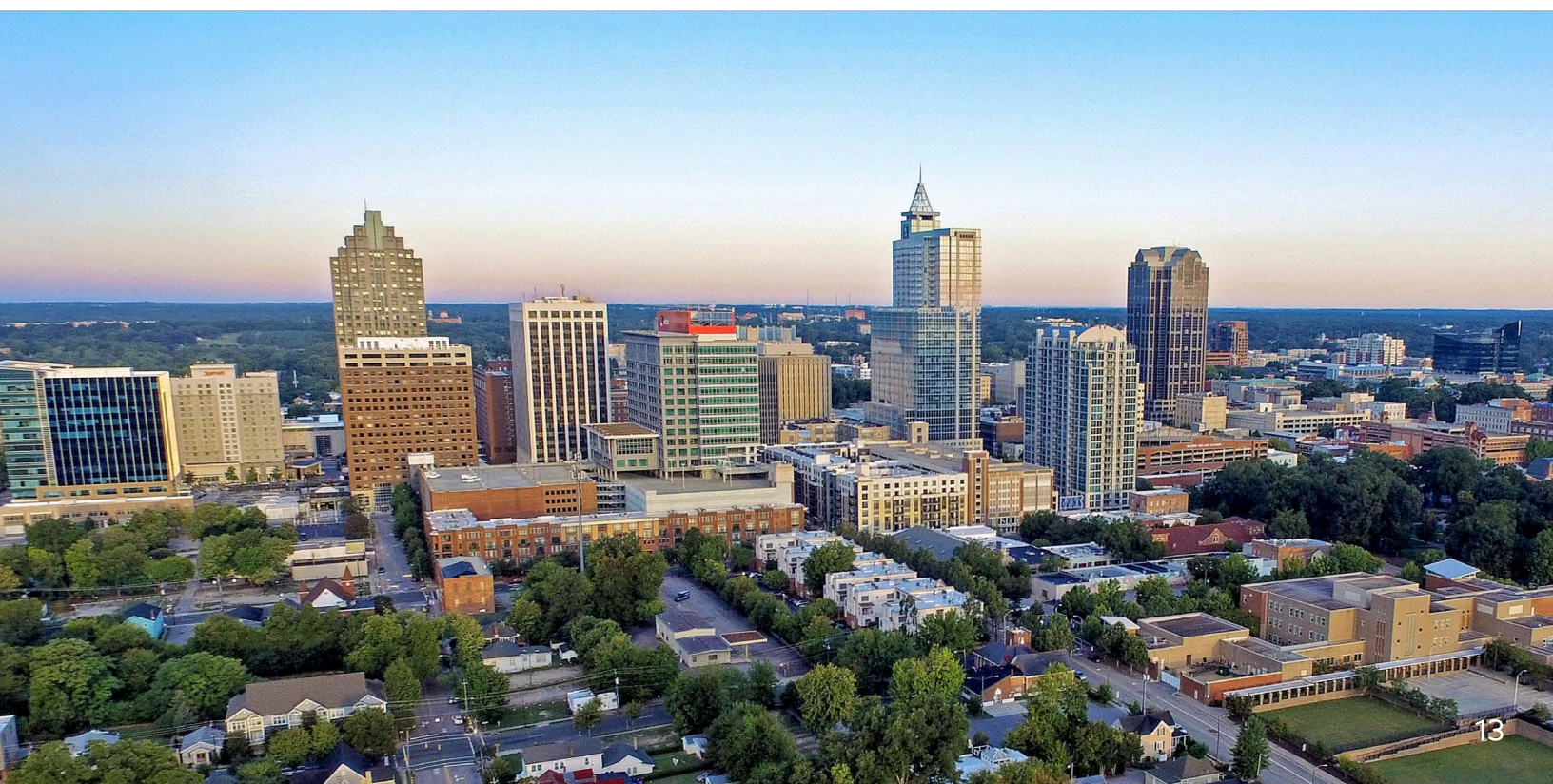
Education



DIONE GRIFFIN-MCGEE,
DG MCGEE ENTERPRISES
Business Development



TONY JACKSON
THE REAL MONEY COACH
Financial Wellness for Entrepreneurs





City of Raleigh's FY20-21 Subcontractor of The Year

The City of Raleigh and Wake County Public School System each selected a "Subcontractor of the Year" to showcase during the Expo. The City selected CITI, LLC, and WCPSS selected AmTech Construction, LLC.

CITI, LLC specializes in the production of software and hardware solutions for sophisticated industrial automation applications for both Commercial and Government entities, specializing in the design and manufacture of custom control solutions in delivery and maintenance of water and waste management services.



"I must thank the MWBE Program for uncovering opportunities that would not have been available to us otherwise. Additionally, the MWBE office has improved our team's ability to negotiate contracts and assisted us in pursuing payments from contractors once the job was finished. We have successfully delivered complex automation's system for the City of Raleigh and engaged multiple projects involving portable and wastewater treatment."

– Marco Calera President, CITI, LLC



AmTech Construction is a full-service specialty contractor, specializing in metal stud framing, drywall, insulation, acoustical ceilings, paint, and EIFS. Their scope of work includes new construction, remodeling, both interior and exterior metal stud framing, and tenant improvements. They pride themselves on providing excellent service with competitive pricing.

Each firm was selected based on quality of performance, number of contracts, number of primes that subcontracted with them, and input from project managers regarding level of responsiveness.



Ali Mousavi, Am Tech Construction, LLC.



MWBE *At Work*



Project Spotlight FY20-21



Raleigh Water: Neuse River East Parallel Inceptor:

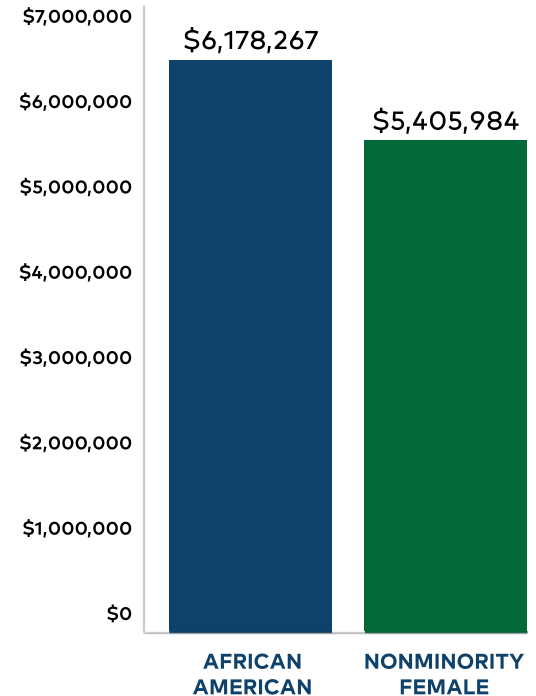
PRIMARY CONTRACTORS



SUBCONTRACTORS



SUBCONTRACTOR AMOUNTS BY MWBE CATEGORY



Construction Management Division: Raleigh Fire Station 22 (CMAR)

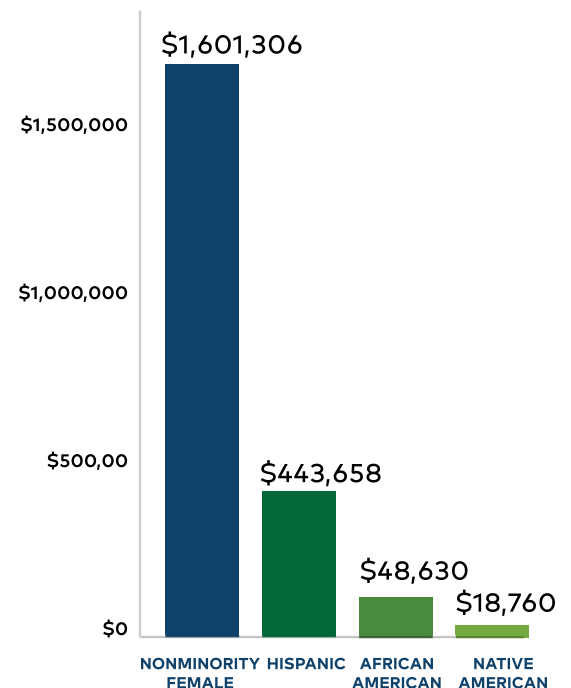
PRIMARY CONTRACTORS



SUBCONTRACTORS



SUBCONTRACTOR AMOUNTS BY MWBE CATEGORY





Construction & Repair Projects \$300k and Above

DATA COLLECTION

The MWBE team tracks utilization and operational data that helps improve outreach efforts, assess the program's effectiveness, and helps identify opportunities for improvement. Ultimately, data collection allows the team to become more strategic with outreach efforts, more intentional in connecting businesses to opportunities, and helps to identify and overcome gaps in utilization.

Table 1 illustrates some of the operational data that the MWBE team has collected over the past 3 years. It's important to note that this data only highlights construction contracting of \$300,000 or above being tracked by the MWBE program. Viewers can see that over the past three years, the City of Raleigh has met the overall 15% goal for MWBE participation. Additionally, the data is broken down to display the differences in MWBE prime contracting and subcontracting.

Considering projects of \$300,000 or more, 105 projects were monitored and reviewed, averaging \$151,000,000 over the past three years. Through continued efforts focused on outreach, educational training (internal and external), and certification sessions, the team feels certain that these trends will continue and increase.





Construction Contract Data & MWBE Utilization (%/\$)

<i>Fiscal Year</i>	<i>Construction Projects \$300,000+</i>	<i>Total Amount Contracted</i>	<i>Total MWBE Prime (\$)</i>	<i>Total MWBE Subs (\$)</i>	<i>Total MWBE Prime & Subs (\$)</i>	<i>Total MWBE Utilization (%) Prime/Subs</i>	<i>Total MWBE Utilization (%) Subs</i>
18-19	37	\$100,405,059.73	\$4,717,982.95	\$11,002,694.62	\$15,720,677.57	15.66%	10.96%
19-20	33	\$150,596,261.83	\$4,681,447.64	\$19,688,467.60	\$24,369,915.24	16.18%	13.07%
20-21	35	\$202,137,597.81	\$14,952,223.26	\$22,525,194.20	\$37,477,417.46	18.54%	11.14%

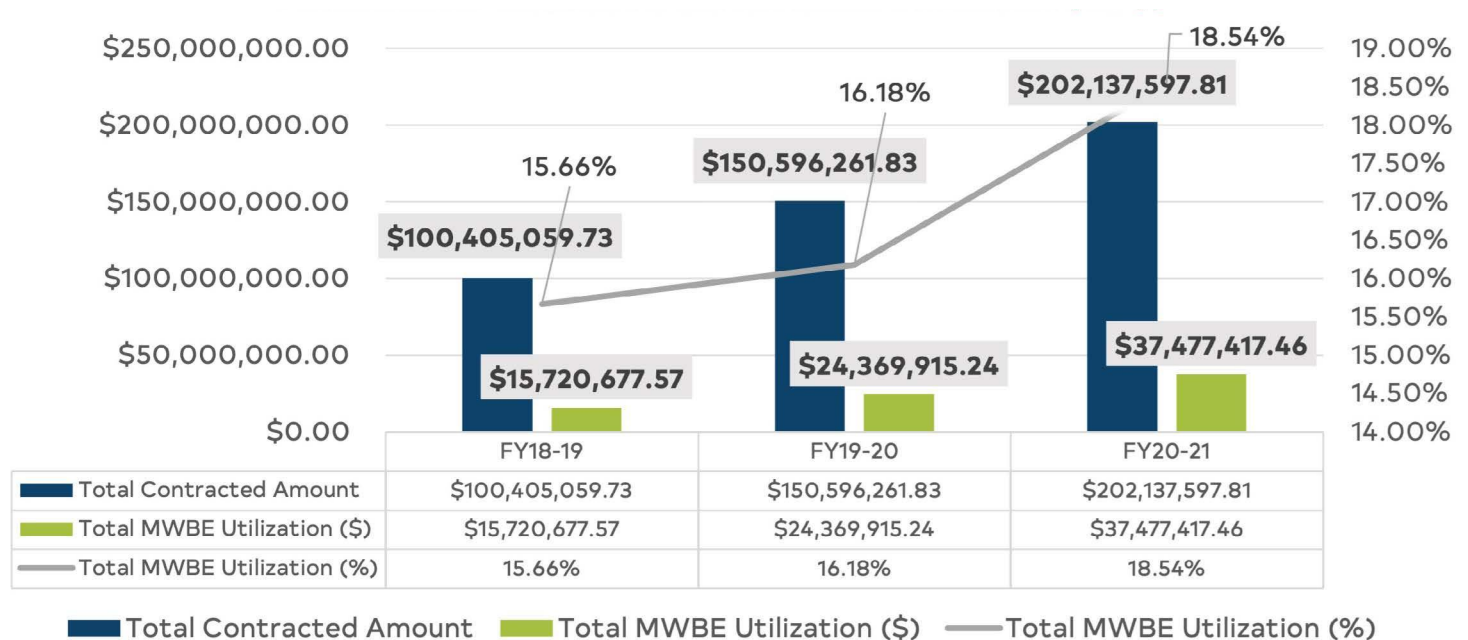
35

CONSTRUCTION
PROJECTS
\$300,000+
FY20-21



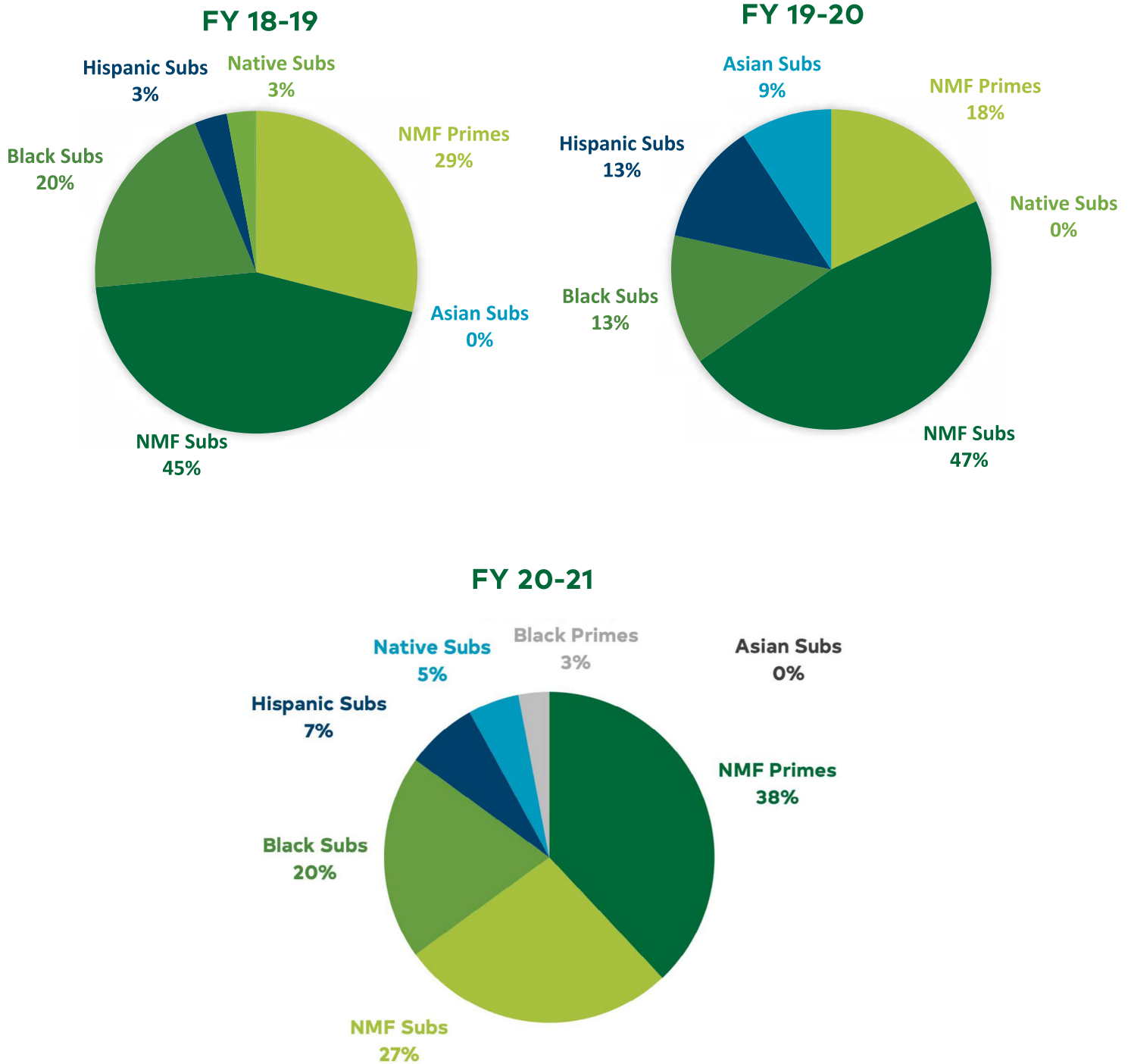


Construction Contract Data & MWBE Utilization (%/\$)





MWBE Participation by Category





Professional Services Contracts

The MWBE team has collected and analyzed data related to the City of Raleigh's spending and MWBE utilization for all Professional Services contracts. The collection and analysis of this data will guide the team in developing and implementing a more strategic outreach plan and identifying opportunities to increase MWBE utilization for these contracts.

The data on the next page represents MWBE utilization for Professional Services contracts provided by the "Big 4" departments: Raleigh Water, Engineering Services, Parks & Recreation, and Transportation.





By the numbers: FY20-21

<i>Engineering Services</i>	<i>Construction Management</i>	<i>Roadway Design</i>	<i>Stormwater</i>	<i>Integrated Facility Services (IFS)</i>
Total Contracted Amount (\$)	\$2,548,348.00	\$9,827,288.51	\$8,809,265.00	\$2,869,525.44
Total MWBE Utilization (\$)	\$76,799.00	\$1,450,898.41	\$300,000.00	\$0
Total MWBE Utilization (%)	3.01%	14.76%	3.41%	0%
Total # Contracts	8	5	32	6

<i>Transportation</i>	<i>Services</i>	<i>Planning</i>	<i>Traffic Engineering</i>
Total Contracted Amount (\$)	\$596,400.81	\$439,272.27	\$270,000.00
Total MWBE Utilization (\$)	\$30,000.00	\$168,806.27	\$27,000.00
Total MWBE Utilization (%)	5.03%	38%	10%
Total # Contracts	3	8	6

<i>Raleigh Water</i>	<i>CIP</i>
Total Contracted Amount (\$)	\$6,035,372.10
Total MWBE Utilization (\$)	\$433,174.00
Total MWBE Utilization (%)	7.18%
Total # Contracts	71

<i>Parks, Recreation & Cultural Resources Department</i>	<i>CIP</i>
Total Contracted Amount (\$)	\$2,702,950.25
Total MWBE Utilization (\$)	\$807,224.50
Total MWBE Utilization (%)	29.86%
Total # Contracts	33

Acknowledgements

The MWBE team would like to thank our internal and external partners for their contribution to the success of the MWBE Program. These collaborative partnerships are instrumental in helping us to effectively fulfill our mission.

Thank You To Our Partners

BUDGET OFFICE
CITY ATTORNEY'S OFFICE
COMMUNICATIONS
COMMUNITY AND ECONOMIC DEVELOPMENT
ENGINEERING SERVICES
FINANCE
HOUSING & NEIGHBORHOODS
PARKS & RECREATION
RALEIGH WATER
TRANSPORTATION



Raleigh

External Partners



MWBE

Minority and Women-Owned
Business Enterprise



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