

**Metropolitan Water Reclamation
District of Greater Chicago**

Affirmative Action Program Recommendations

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Presentation Outline

- “ Affirmative Action Program Recommendations
 - “ Augment Race- & Gender-Neutral Measures
 - “ Continue to apply race- & gender-conscious measures to appropriate contracts
 - “ Develop performance measures
 - “ Conduct regular program reviews

Program Timeline

- “ First Affirmative Action Ordinance effective 1978
- “ Ordinance updated 1990-2005
- “ Ordinance adopted 2007
- “ Interim Ordinance adopted 2012
- “ Revised Ordinance adopted 2015

Program Recommendations

- “ Augment Race- & Gender-Neutral Measures
 - “ Implement an electronic contracting data collection, monitoring & notification system
 - “ Collect all subcontractor payments
 - “ Automate monitoring & contract outreach
 - “ Review bonding, insurance & experience requirements
 - “ Replace SBE contract goals with a SBE setaside
 - “ Totally race- & gender neutral
 - “ Small or less complex projects

Program Recommendations, cont.

- “ Augment Race- & Gender-Neutral Measures
 - “ Ensure bidder non-discrimination & fairly priced subcontractor quotations
 - “ Require contractors to maintain records
 - “ Partner with other agencies to implement a small contractor bonding & financing program
 - “ Conduct networking events focused on design projects

Program Recommendations, cont.

- “ Augment Race- & Gender-Neutral Measures
 - “ Develop a Mentor-Protégé program
 - “ Long term commitment
 - “ Incentives for both parties
 - “ Monitoring by the District
 - “ Explore a Linked Deposit program to assist small firms to finance District contracts

Program Recommendations, cont.

- ~ Continue to Implement Narrowly Tailored Race- & Gender-Conscious Measures
 - ~ Use the Study to set M/WBE contract goals
 - ~ Continue to apply narrowly tailored certification eligibility standards
 - ~ Revise Program administration elements
 - ~ Count 2nd & lower tier subcontracting dollars
 - ~ Expand opportunities for new M/WBEs
 - ~ Review & update Program policies, procedures & forms

Program Recommendations, cont.

- ~ Develop performance measures
 - ~ Good faith efforts goal waivers
 - ~ Number & type of bids rejected for non-compliance with Program requirements
 - ~ Growth in the number, size & scopes of M/WBEs District work
 - ~ Increased number & variety of M/WBE prime contract awards

Program Recommendations, cont.

- ~ Conduct regular program reviews
 - ~ Adopt a new sunset date for the revised ordinance by which it will sunset unless the Board finds it remains necessary to ensure nondiscrimination
 - ~ Review program data every 5-6 years

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