

Metropolitan Water Reclamation District of Greater Chicago





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Affirmative Action Program History

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

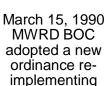
MWRD BOC adopted revised Appendix D currently used. June 4, 2015











numerical goals



June 4, 2020 Sunset provision goes into effect on current ordinance

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



Affirmative Action Program

The Mission:

- Ensuring competitive and equal opportunities for minority-owned, women-owned and small business enterprises in the award and performance of MWRD contracts
- Prohibiting discrimination
- Abolishing barriers to full participation in MWRD contracts



Affirmative Action Program

- Appendix D (construction projects)
- Appendix A (professional services policy)
- Appendix C (EEOC federal government/affirmative action workforce requirements)
- Appendix K (apprentice program)

Note: Applies to contracts in excess of \$100,000



Appendix D

- Establishes the MWRD's M/W/SBE construction program administered by the Diversity Section
- Eligibility: socially and economically disadvantaged individuals and or firms
- Contractors must demonstrate verifiable "Good Faith Efforts" to use M/W/SBE firms



Appendix D

The Purpose and Intent:

Mitigate the present effects of discrimination on the basis of race, ethnicity or sex in opportunities to participate on the MWRD's prime contracts and associated subcontracts.

Achieve equitable utilization of M/W/SBEs

- Goal setting
- Certification
- Compliance



Appendix D

Opportunities for increasing M/W/SBE participation:

- Providing information to contractors and subcontractors
- Conducting networking events
- Unbundling contracts



Goals

 The MWRD sets goals for MBE, WBE, SBE participation based on the availability of MBEs and WBEs in the MWRD's geographic and procurement market

Affirmative Action Overall Goals are: 20% MBE 10% WBE 10% SBE

Contract by contract basis

Look to M/W/SBEs registered on the MWRD's vendor list



Compliance

- Assess Utilization Plan / Subcontractor Letter of Intent
- Participate in pre-bid meetings
- Participate in biweekly construction progress meetings
- Visit job sites for monitoring subcontractor engagement
- Ensure M/W/SBEs are timely compensated for services (Prompt Payment)
- Impose sanctions for non-compliance



Appendix A Consultant Contracts

- Follows the guidelines set forth in Appendix D
- Consultants must make positive efforts to satisfy M/W/SBE requirements
- Goals for consulting services are 20% MBE, 10% WBE, and 10% SBE
- Undertake "Good Faith Efforts" to use M/W/SBE firms



Appendix C Executive Order 11246

- Provides a policy that ensures the Affirmative Action Program meets federal requirements and equal employment opportunity
- Sets goals for minorities and women in the workforce
- Goals are 19.6% for minorities in the workforce and 6.9% for women in the workforce in Cook, DuPage, Kane, Lake, McHenry and Will Counties. In Fulton County, the goal for minorities is 3.3%



Goals and Timetables Executive Order 11246

Timetable	Trade	Fulton County Goal (%)	Cook County Goal(%)
Until further notice	Asbestos Workers	3.3	19.6
	Bricklayers	3.3	19.6
	Carpenters	3.3	19.6
	Electricians	3.3	19.6
	Elevator installers	3.3	19.6
	Glaziers	3.3	19.6
	Ironworkers	3.3	19.6
	Metal lathers	3.3	19.6
	Painters	3.3	19.6
	Plumbers	3.3	19.6
	Pipe fitters	3.3	19.6
	Plasterers	3.3	19.6
	Roofers	3.3	19.6
	Sheetmetal Workers	3.3	19.6
	Sprinkler fitters	3.3	19.6
	Operating engineers	3.3	19.6



Appendix K Special Provisions for Apprenticeships

- MWRD is committed to ensuring that minorities and women are provided training and self-improvement opportunities in the building trades
- Minority and Female apprentice hours are added by the Diversity Staff on a contract by contract basis
- Underutilization of minorities and women in the building trades impedes their ability to form minority and women owned business in the construction industry



Community Engagement

- Targeted outreach fairs for potential vendors
- Prospective M/W/SBEs become certified vendors
- Hosting and participating in vendor outreach fairs with other local government agency events
- Collaborate with Assist Agencies
- Bringing awareness to M/W/SBE community
- Outreach events with General Contractors



Vendor Outreach







Early Morning Software (PRISM) Demonstration

The Diversity Section and IT will continue the development of MWRD's subcontracting database in the Affirmative Action Compliance Software System, PRISM, which will provide:

- Accountability
- Greater public transparency
- Accuracy reporting on M/W/SBE participation in MWRD's contracting



Thank You

Questions will be taken after the Early Morning Software (PRISM) Presentation

