




**Metropolitan Water Reclamation  
District of Greater Chicago**

The background of the slide is a photograph of a Chicago river scene. In the foreground, the water of the river is visible. In the middle ground, a bridge spans the river, and in the background, the city skyline with various skyscrapers is visible under a clear sky.

# **An Overview of the MWRD Affirmative Action Program**

## **Study Session**

**June 14, 2018**



- **Affirmative Action Program History**
- **Overview**
- **Appendices D ▪ A ▪ C and K**
- **Community Engagement**
- **Early Morning Software (PRISM)  
Demonstration**



# 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

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 re-implementing numerical goals

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



# 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



MWRD Diversity Staff at Professional Services Vendor Outreach Event  
UIC Student Center



A photograph of two women standing in a modern office hallway with large windows on the left. The woman on the left has dark curly hair and is wearing a black blazer over a black top. The woman on the right has light brown curly hair and is wearing a dark blue blazer over a white top. Both are smiling at the camera. The woman on the right is holding a large sheet of paper with a table on it. In the background, other people are walking in the hallway. The text "Barbara J. McGowan, MWRD Vice President Affirmative Action Committee Chairman" is overlaid in the top right corner.

**Barbara J. McGowan, MWRD Vice President  
Affirmative Action Committee Chairman**

**Construction Contractors Vendor Outreach Event  
University of Chicago Booth School of Business, Gleacher Center**



# 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**

