



CITY OF BALTIMORE

DISPARITY STUDY

Final Presentation



Agenda

City of Baltimore
Disparity Study

MGT

Disparity Study Overview

Utilization

Availability

Disparity

Commendations/Recommendations

Q&A



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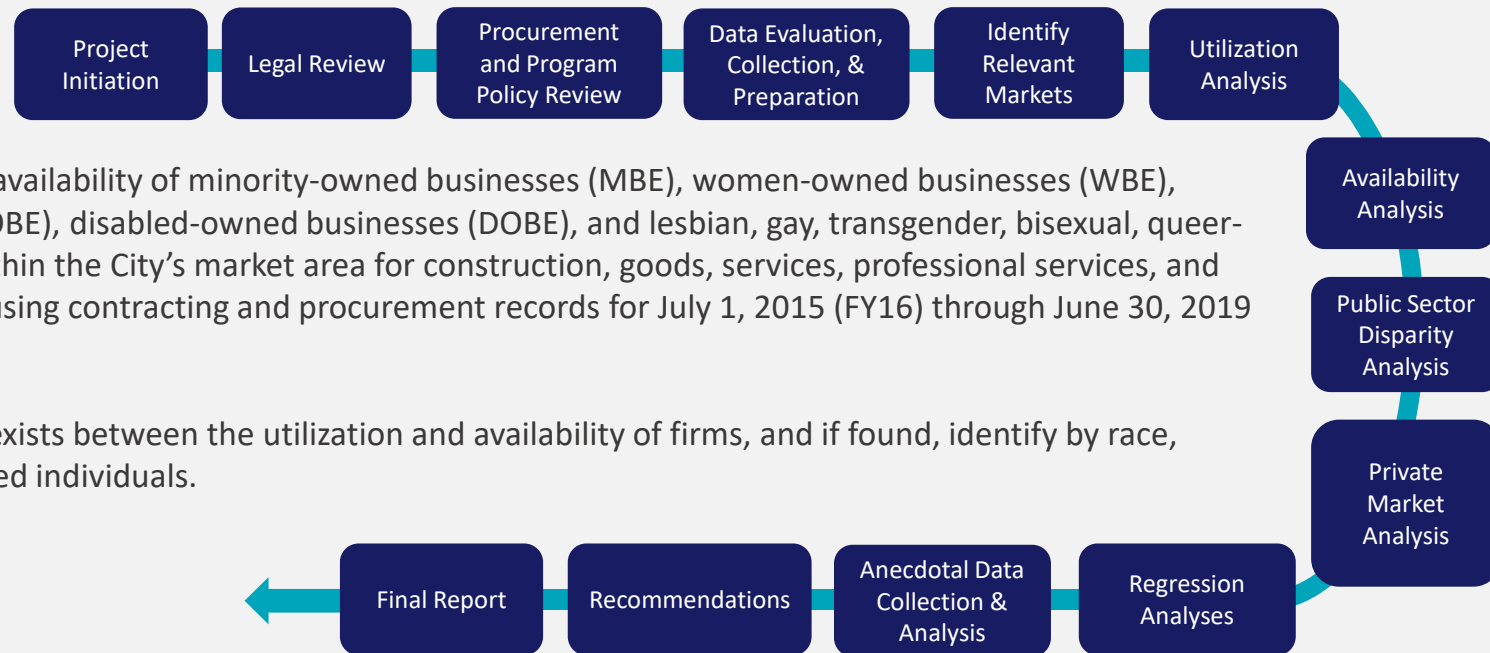


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Disparity Study Overview

Project Understanding & Overview



Determine the utilization and availability of minority-owned businesses (MBE), women-owned businesses (WBE), veteran-owned businesses (VOBE), disabled-owned businesses (DOBE), and lesbian, gay, transgender, bisexual, queer-owned businesses (LGBTQ) within the City’s market area for construction, goods, services, professional services, and architecture and engineering using contracting and procurement records for July 1, 2015 (FY16) through June 30, 2019 (FY19).

Determine whether disparity exists between the utilization and availability of firms, and if found, identify by race, ethnicity, and gender of affected individuals.

Utilization

City's Market Area (“Market Area”)

CONSTRUCTION	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$1,907,492,472.78	86.38%
Outside City of Baltimore Marketplace MSA	\$300,720,095.36	13.62%
CONSTRUCTION TOTAL	\$2,208,212,568.14	100.00%
ARCHITECTURE & ENGINEERING	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$206,042,498.05	92.80%
Outside City of Baltimore Marketplace MSA	\$15,984,735.92	7.20%
ARCHITECTURE & ENGINEERING TOTAL	\$222,027,233.97	100.00%
GOODS & OTHER SERVICES	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$557,205,526.01	71.13%
Outside City of Baltimore Marketplace MSA	\$226,188,575.26	28.87%
GOODS & OTHER SERVICES TOTAL	\$783,394,101.27	100.00%
PROFESSIONAL SERVICES	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$83,217,284.01	50.96%
Outside City of Baltimore Marketplace MSA	\$80,075,444.15	49.04%
PROFESSIONAL SERVICES TOTAL	\$163,292,728.16	100.00%
ALL BUSINESS CATEGORIES	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$2,753,957,780.85	81.55%
Outside City of Baltimore Marketplace MSA	\$622,968,850.69	18.45%
ALL BUSINESS CATEGORIES TOTAL	\$3,376,926,631.54	100.00%

Baltimore-Columbia-Towson MSA (Baltimore City, Baltimore County, Anne Arundel County, Carroll County, Harford County, Howard County, Queen Anne’s County), *plus* Montgomery County, and Prince George’s County, MD

M/WBE Utilization

BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
African American	\$416,701,494.70	\$334,094,603.56	\$16,100,181.77	\$59,789,747.02	\$6,716,962.35
Asian American	\$79,551,295.77	\$17,660,759.31	\$49,721,104.87	\$7,099,480.35	\$5,069,951.24
Hispanic American	\$207,578,560.55	\$200,939,896.03	\$1,024,797.00	\$5,235,978.52	\$377,889.00
Native American	\$32,182,827.60	\$31,758,301.17	\$63,207.79	\$361,318.64	\$0.00
Total MBE Firms	\$736,014,178.62	\$584,453,560.07	\$66,909,291.43	\$72,486,524.53	\$12,164,802.59
Non-Minority Female	\$254,079,897.55	\$152,992,599.02	\$22,000,510.63	\$67,696,423.81	\$11,390,364.09
Total M/WBE Firms	\$990,094,076.17	\$737,446,159.09	\$88,909,802.06	\$140,182,948.34	\$23,555,166.68
Non-MWBE	\$2,386,832,555.37	\$1,470,766,409.05	\$133,117,431.91	\$643,211,152.93	\$139,737,561.48
TOTAL	\$3,376,926,631.54	\$2,208,212,568.14	\$222,027,233.97	\$783,394,101.27	\$163,292,728.16
BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
	(%)	(%)	(%)	(%)	(%)
African American	12.34%	15.13%	7.25%	7.63%	4.11%
Asian American	2.36%	0.80%	22.39%	0.91%	3.10%
Hispanic American	6.15%	9.10%	0.46%	0.67%	0.23%
Native American	0.95%	1.44%	0.03%	0.05%	0.00%
Total MBE Firms	21.80%	26.47%	30.14%	9.25%	7.45%
Non-Minority Female	7.52%	6.93%	9.91%	8.64%	6.98%
Total M/WBE Firms	29.32%	33.40%	40.04%	17.89%	14.43%
Non-MWBE	70.68%	66.60%	59.96%	82.11%	85.57%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%



DOBE/VOBE/LGBTQBE Utilization

BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
DOBE	\$633,564.93	\$341,249.01	\$292,315.92	\$0.00	\$0.00
VOBE	\$1,317,829.68	\$269,284.27	\$0.00	\$797,734.52	\$250,810.89
LGBTQ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$1,951,394.61	\$610,533.28	\$292,315.92	\$797,734.52	\$250,810.89
BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
	(%)	(%)	(%)	(%)	(%)
DOBE	0.02%	0.02%	0.13%	0.00%	0.00%
VOBE	0.04%	0.01%	0.00%	0.10%	0.15%
LGBTQ	0.00%	0.00%	0.00%	0.00%	0.00%

Availability

Availability

	AFRICAN AMERICAN	ASIAN AMERICAN	HISPANIC AMERICAN	NATIVE AMERICAN	MBE	NON-MINORITY FEMALE	M/WBE
CONSTRUCTION	9.70%	2.25%	5.64%	0.36%	17.94%	21.50%	39.44%
A&E	10.19%	6.27%	5.74%	0.81%	23.01%	25.45%	48.46%
PROFESSIONAL SERVICES	14.62%	12.14%	3.38%	0.91%	31.05%	16.36%	47.41%
GOODS & SERVICES	12.17%	3.95%	2.48%	1.51%	20.11%	23.02%	43.13%
Total	10.54%	3.39%	4.80%	0.68%	19.41%	21.87%	41.28%

Disparity

Disparity

Procurement Category	All	Architecture & Engineering	Construction	Professional Services	Goods & Services
African Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Asian Americans	Disparity	No Disparity	Disparity	Disparity	Disparity
Hispanic Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Native Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Total MBE Firms	No Disparity	No Disparity	No Disparity	Disparity	Disparity
Nonminority Females	Disparity	Disparity	Disparity	Disparity	Disparity
Total M/WBE Firms	Disparity	Disparity	Disparity	Disparity	Disparity
Non-MWBE Firms	No Disparity	No Disparity	No Disparity	No Disparity	No Disparity

BOLD indicates substantial statistically significant disparity.

Commendations/Recommendations

Commendations

The City of Baltimore is commended for investing the resources and providing guidance, direction, and support to ensure the delivery of a legally supportable and actionable study.

Taken overall, the 2022 Disparity Study and efforts being undertaken are significant and important indicators of the City's commitment to increasing access and opportunities for diverse businesses.

Recommendations

RACE- AND GENDER-NEUTRAL

- Staff Training on Business Formation
- Improve Payment Terms on City Contracts
- Implement a Contract Compliance Software System
- Reorganizing the Minority and Women's Business Opportunity Office

RACE- AND GENDER-BASED

- M/WBE Prequalification Requirements
- Networking and Procurement Events
- Adopt Annual Aspirational Goals
- Continue the M/WBE Program Sunset Review Process



QUESTIONS?

