

City of Somerville, MA
Town of Brookline, MA

2024 Disparity Study Informational Meeting

Presented By:



Agenda

- **ABOUT GRIFFIN & STRONG, P.C.**
- **OBJECTIVE & PURPOSE OF THE STUDY**
- **METHODOLOGY & TECHNICAL APPROACH**
- **FINDINGS & RECOMMENDATIONS**
- **STUDY TIMELINE**
- **Q&A**

ABOUT GRIFFIN & STRONG, P.C.



About Griffin & Strong

- Firm specializing in procurement research, training and supplier diversity consulting, contract compliance, and program development.

The most qualified team in the industry:

- 6 Juris Doctors
- 2 Ph.Ds. in Economics
- Ph.D. in Social Psychology
- Ph.D. in Statistics
- Ph.D. in Anthropology

- No study conducted by Griffin & Strong has ever been challenged or overturned in court.



In good hands

- ***Project Executive, Rodney K. Strong*** has unmatched expertise, serving as Director of the City of Atlanta's Department of Contract Compliance, project manager on the first post-Crosby disparity study, and as principal architect of the City of Atlanta's distinguished MWBE contracting program.
- ***Principal Investigator, Dr. Vince Eagan*** is one of the foremost experts nationwide, conducting over 200 studies & successfully defending 6 studies as expert witness.
- ***Senior Economist, Dr. Gregory Price*** 25 years of economic analysis of discrimination and disparity of employment, private sector contracting, lending and public contracting



**OBJECTIVE
&
PURPOSE OF THE STUDY**





Objective of the Study

A DISPARITY STUDY is an objective research tool used to determine if disparities in a governmental agency's procurement activities exist within certain race, ethnic, and gender groups in the various Industry Categories. It further determines whether those disparities are statistically significant and likely caused by the race and gender status of firm owners.

Disparity studies also utilize the acquisition of anecdotal evidence while examining current policy procedures and practices, and a law review.

The findings of the Procurement Study result in recommendations by the Study team, and if accepted, are intended to be implemented as policy.

Purpose of the Study | The Legal Approach

These Studies Form the Factual Basis for Remedial Contracting Programs

City of Richmond v. J.A. Croson Co.,

◦ 488 U.S. 469 (1989)

Adarand Constructors, Inc. v. Peña,

◦ 515 U.S. 200 (1995)

- **Strict Scrutiny for race-based programs (Intermediate for gender-based programs)**
- **Must have a factual basis in evidence**
- **Methodology dictated by Case Law**
- **Must have a narrowly tailored remedy (to avoid over- or under-inclusion)**

METHODOLOGY

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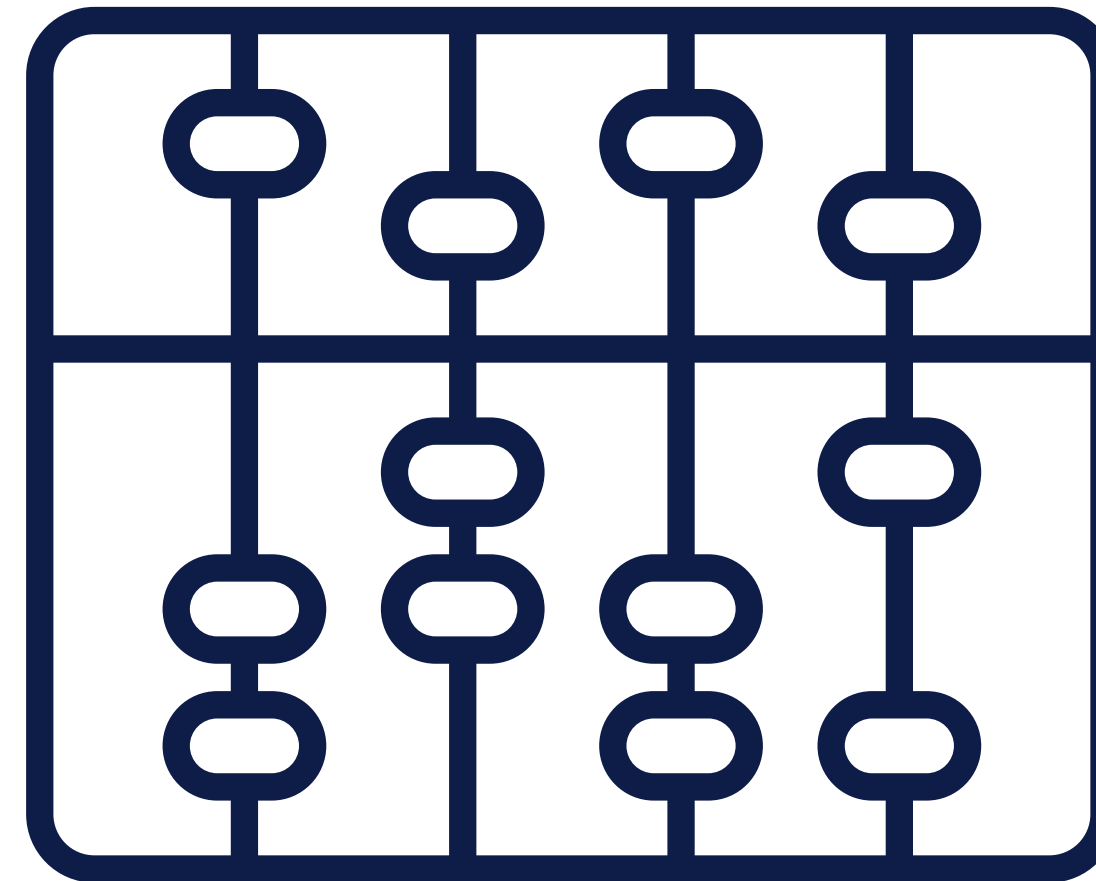
TECHNICAL

APPROACH



Technical Approach

1. Legal Analysis
2. Policy Review
3. Data Collection & Cleaning
4. Relevant Market Analysis
5. Utilization Analysis
6. Availability Analysis
7. Disparity Analysis
8. Statistical Analysis
9. Private Sector Analysis
10. Anecdotal Evidence Collection & Analysis
11. Full Report / Findings and Recommendations



Policy Review

THE POLICY ANALYSIS CONSISTS OF A THOROUGH REVIEW OF THE CITY AND THE TOWN'S PURCHASING POLICIES WITH STAFF INTERVIEWS.

Are those policies understood by staff?

Do policies, as written, present a barrier to SDB and/or DBE firms?

What policies can be modified to promote inclusion?

Is there a discrepancy in policy as written and policy as implemented?

Relevant Market Analysis

- **By Geography:**

Analyze by location to determine the geographical location of at least 75% of award dollars are spent in each of the major procurement categories. Only firms in the geographic relevant market will be included in the Studies.

- **By Product:**

Determine the products and services procured by the City and the Town and by its prime vendors. Only firms providing these products and services will be included in the Studies.

Utilization/Availability Analysis

Utilization Analysis

- Data is measured for both prime and subcontractors
- Disaggregated by year, work category, then race/gender/ethnic status

Threshold Analysis


- Details the level of contracting by award interval
- Determines if contract sizing is an issue and any opportunities for small businesses

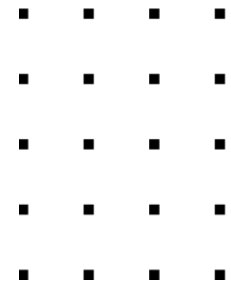
Availability Analysis

- GSPC will use a “list-based” approach using bidders, vendors, awardees, payees, certified SDB, DBE, and third-party government agency lists
- "Ready, Willing, and Able" standard is used to determine availability



Disparity Analysis

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- **Availability and Utilization are compared to create the Disparity Index (DI) for each race/gender/ethnicity group, disaggregated by procurement categories.**
 - **Statistical Significance Tests (standard deviation).**
 - **Regression analysis to determine if disparities can be explained by factors other than race/ethnicity/gender (e.g., education status or age).**



PRIVATE SECTOR ANALYSIS

Determines whether race, ethnicity, or gender status has affected the utilization of firms owned by members of these groups in both the public and private sector

Includes:

- **Self-employment**
- **Credit markets**
- **Building Permit Data**

Community Engagement & Anecdotal Evidence

Informational Meetings

Anecdotal Interviews

Survey of Business Owners

Public Hearings

Focus Groups

Business, Civic, & Trade Organization Meetings

Email & Social Media Comments

FINDINGS

&

RECOMMENDATIONS



Findings & Recommendations

FINDINGS

- Findings summarize key points of each chapter
- Review of the efficacy of race- and gender-neutral remedies and, if they are supported by the findings, race/gender-conscious remedies

RECOMMENDATIONS

- Recommendations are based on detailed review of policy, anecdotal evidence, and institutional knowledge
- Recommendations are unique to the Studies
- Best Practices and Innovative Approaches for:
 - Race/Gender Neutral or Race/Gender Conscious Remedies



PROJECT TIMELINE



Study's Projected Timeline



What happens after the study is completed?

Study Roll Out Plan

- **Review findings & recommendations with advisors**
- **Consult Shelby County Schools on release of the Study**

Implementation is Key

- **Presentation of Study should include strong indication on how to move forward**

How can the public get involved?

- **Participate if contacted for:**
 - **Anecdotal Interviews**
 - **Survey of Business Owners**
 - **Focus Groups**
- **Attend a Public Hearing and provide your input**



How can the public STAY involved?

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