

City of Somerville, MA
Town of Brookline, MA

2024 Disparity Study
Public Hearing

Presented By:



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 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. Named as one of the Top 40 Influential Black Economists from the last 30 years**



**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 anecdotal evidence and examine 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

&

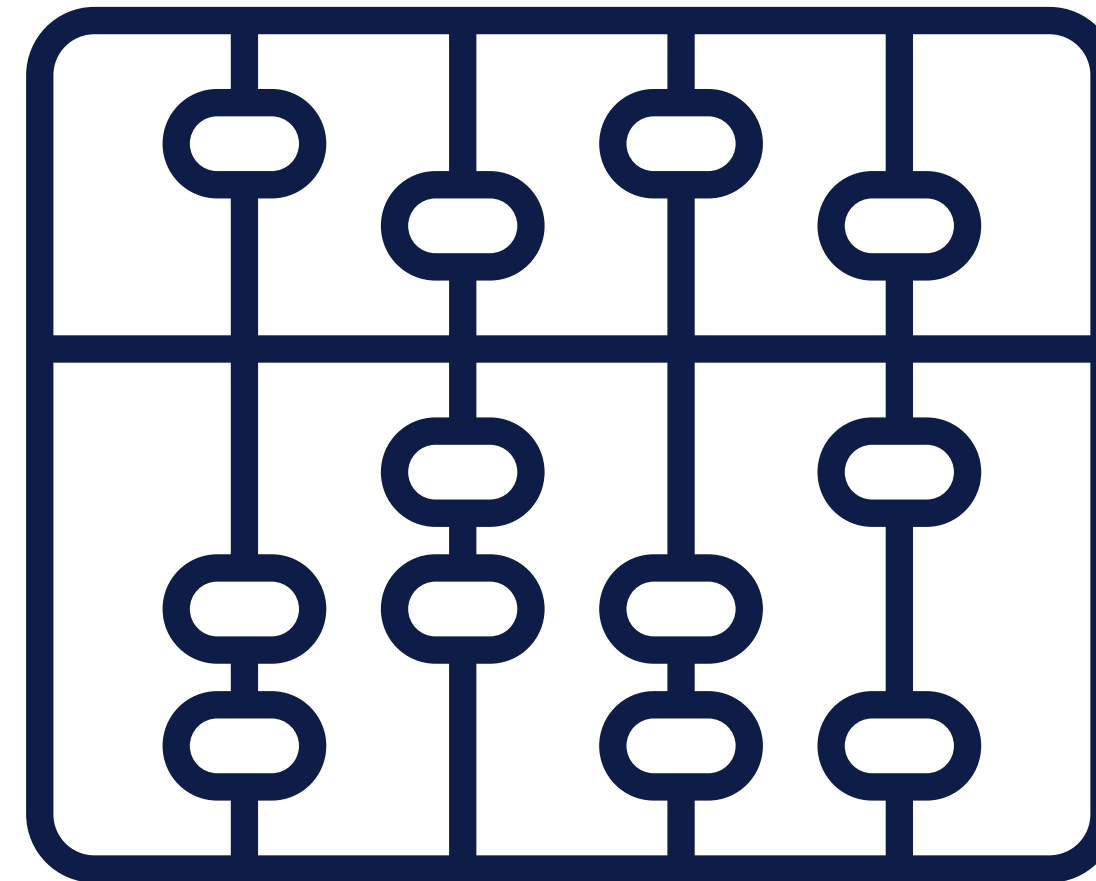
TECHNICAL

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



Community Engagement & Anecdotal Evidence



PROJECT TIMELINE



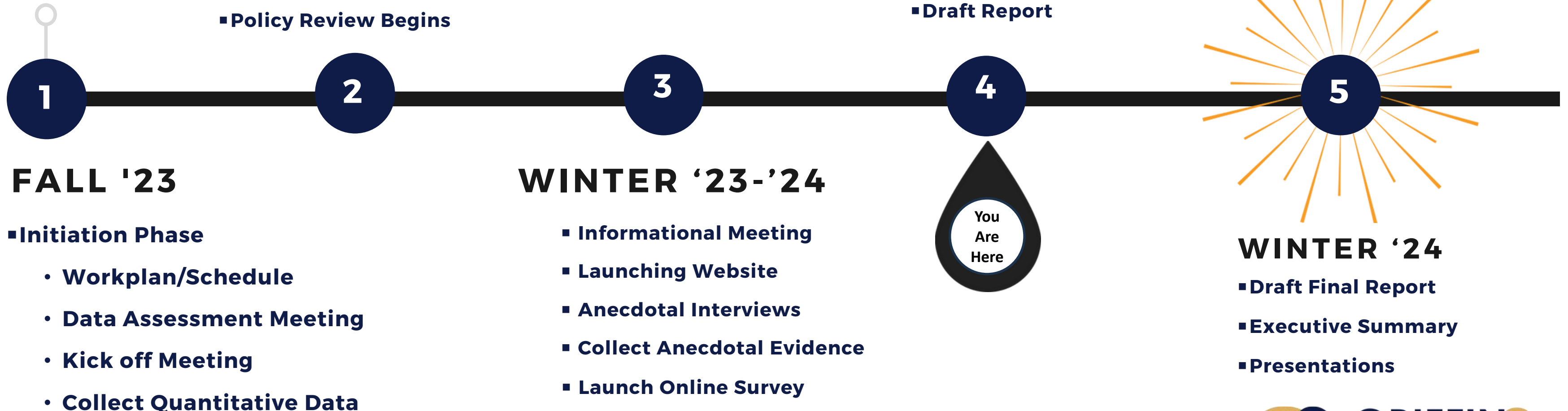
Study's Projected Timeline

FALL '23-WINTER '23

- Informational Meeting Promotion Begins
- Quantitative Data Collection Plan
- Anecdotal Interviews Begin
- Case Law Review Begins
- Policy Review Begins

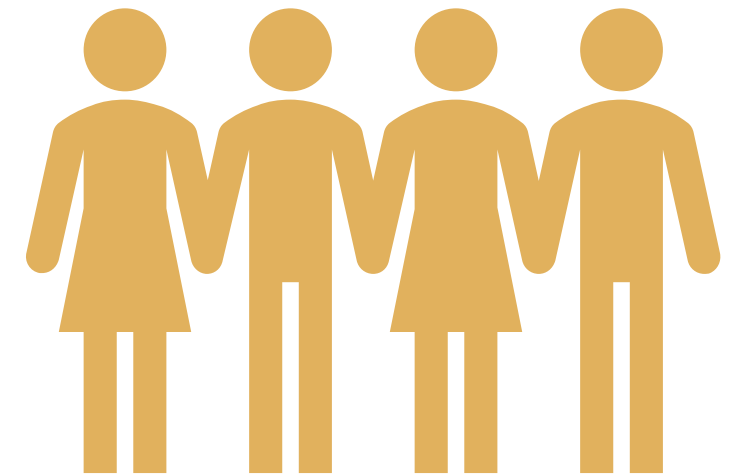
SPRING '24 - SUMMER/FALL '24

- Data Analysis
Preparation &
Completion
- Draft Report



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?

Study Email Address:

- BrooklineDisparityStudy@gspclaw.com
- SomervilleDisparityStudy@gspclaw.com

Study Website:

- BrooklineSomervilleDisparityStudies.com



@Griffin & Strong, P.C.



www.gspclaw.com



Public Hearing

Purpose

The purpose of this hearing is to hear candid testimony about your experiences, both positive and negative, either doing business or attempting to do business with Brookline / Somerville.

Disclaimer

Everything said during this hearing will be available for public record, but GSPC's final report will not publish the names, business names, or other affiliations of individuals who give testimony.

Process

We are not soliciting questions, but commentary only. Additionally, we will not be responding to questions or commentary, other than to try to gain additional clarity to your comments.

Public Comments

When providing comments, please begin by stating your name and business name clearly for the record before beginning your testimony.