



Championing justice and equity...

Department Overview

November 4, 2015



Human Rights & Equal Economic Opportunity

Department Formation

- 2004 – Equal Access Audit
- 2006 – City of Saint Paul begins Disparity Study
- 2007 – Audit done by Hall Legal Team
- 2008 – Recommendation from City Attorney to Mayor Coleman
- 2009 – Formation of Human Rights & Equal Economic Opportunity(HREEO) Department

Mission

HREEO champions justice and equity
by confronting issues of
discrimination and providing
innovative avenues for accessibility
and economic opportunities for all
residents and businesses

Who is HREEO?

1. **Human Rights**
2. **Procurement (CAS)**
3. **River Print**
4. **Contract Compliance**
5. **HUD Section 3 Workforce Development**
6. **HREEO Commission**
7. **Mayor's Advisory Committee for People with Disabilities**

Procurement

Supplier Portal

1. New Supplier Portal as of January 6, 2014
2. Suppliers register via www.StPaulBids.com
 - a. Types of solicitations posted: RFQs (Quotes), RFBs (Bids), and RFPs (Proposals)
 - b. Notifications are sent based on the registered Commodity Code
3. In 2014, Procurement managed over \$165 Million through more than 450 contracts and 4000 purchase orders
4. Over 2400 Registered Vendors
5. Electronic contract approvals reduced from weeks to an average 4-5 days



2015 Outreach - Procurement

1. Hosted two Procurement Fairs in partnership with Federal Reserve Bank at Wellstone Center & Arlington Community Center
2. Expand Assistance and Training for Suppliers in partnership with City of Saint Paul Libraries
3. Host monthly Supplier Training by Buyers



Compliance

Compliance Goals

1. **Labor Standards:** applicable wages are paid to all workers on all public projects
2. **Vendor Outreach Program:** 25% of all business opportunity to local small business, including 5% minority-owned and 10% woman-owned
3. **Affirmative Action:** of all labor hours, 32% worked by minority workers and 6% worked by female workers
4. **Section 3:** on applicable projects, 30% of new hire opportunities to local low-income residents; 10% of contracting to local businesses who provide jobs to local low-income residents



Business Inclusion

Vendor Outreach Program

Coordinated efforts serving local small, women-owned, and minority-owned business enterprises

What is the CERT Program?

1. Collaborative effort between the City of Saint Paul, Ramsey County, and Hennepin County
2. “One-stop shop” for certification process for three government small business inclusion programs
3. Largest searchable online database of its kind in MN (<https://cert.smwbe.com/>)

Subscribers to CERT

Subscriptions are available. These are our current subscribers to CERT:

1. Minnesota Sports Facilities Authority
2. University of Minnesota-Office for Business and Community Economic Development
3. Minnesota Council on Foundations
4. Minneapolis Public Schools
5. Saint Paul Port Authority
6. Knutson Construction
7. McGough Construction
8. Ever-Green Energy



VOP Engagement Partners

1. Construction Partnering Program (MEDA)
2. Association of Women Contractors
3. North Central Minority Supplier Development Council
4. Women's Business Development Center
5. National Association of Minority Contractors

Vendor Outreach Program Results

	2008	2014
Total Business Opportunity	\$128,000,000	\$436,800,000
Total VOP (25% goal)	\$4,851,200 (3.79%)	\$180,374,607 (41.29%)
MBE (5% goal)	\$1,100,800 (0.86%)	\$23,365,829 (5.35%)
WBE (10% goal)	\$1,359,800 (1.06%)	\$77,546,836 (17.75%)
SBE (10% goal)	\$8,393,600 (1.87%)	\$79,461,942 (18.19%)



Human Rights & Equal Economic Opportunity

Workforce Development and Business Inclusion

Affirmative Action and Section 3

Coordinated efforts on workforce
development

AAEEO Results

	2010	2014
Number of Projects	23	152
Total Dollars	\$149,068,326	\$661,560,679
Total Hours	643,543	2,435,074
Total Minority Hours	234,387 (36.4%)	460,567 (18.9%)
Total Female Hours	50,137 (7.8%)	112,627 (4.6%)



Human Rights & Equal Economic Opportunity

2014 Results of Section 3 Efforts

1. Invested over \$338,000 to train and build capacity
2. Served over 300 local resident job seekers and business owners
3. Results
 - A. Construction Contracts: \$38,902,657.85 to Section 3 out of \$224,045,067.76 (23%)
 - B. New Hires: 16,441 out of 34,380 new hire hours (35%)

Outreach – Business Partners

African Economic Development Solutions
American Indian Chamber of Commerce
Asian Economic Development Association
Association of Women Contractors
Local Initiatives Support Corporation (LISC)
Metro Area Small Contractors Alliance (MASCA)
Minnesota American Indian Chamber of Commerce
Minnesota Black Chamber of Commerce
National Association of Minority Contractors – Upper Midwest
North Central Midwest Minority Supplier Development Council
SCORE (Service Corps of Retired Executives)
Small and Disadvantaged Business Opportunities Council (SADBOC)
Small Business Administration
Women Venture

Disparity Study

What is a Disparity Study?

A disparity study provides the jurisdiction with the evidence, in accordance with current case law, to determine whether or not, and to what extent, remedial programs for racial or gender discrimination are appropriate.

A disparity study will determine if the jurisdiction has up-to-date facts for existing and future efforts to increase the use of small, minority and women owned business enterprises.

Disparity Study Objectives

The objectives of a study are:

1. To determine the history of the utilization of MBEs, WBEs and SBEs by the agency in contracting and procurement opportunities;
2. To investigate and describe prevailing practices in the public and private sectors that have caused under utilization of MBEs, WBEs and SBEs;
3. To determine the availability of small, minority and women-owned businesses;
4. To determine whether race-neutral and gender-neutral programs can redress the effects of discrimination; and
5. To identify the revisions necessary for the agency's M/WBE or SBE programs to meet requirements of court decisions.



Disparity Study History

1. Saint Paul's Previous Disparity Study completed in 2008
2. Disparity Studies should be redone every 5-10 years
 - a) Courts likely view disparity studies unreliable after 10 years
3. Relying on outdated disparity studies could be permanently enjoined from using racial, ethnic or gender criteria in consideration of bids
4. State is the lead on Request for Proposal
 - a) Issued 9/21/15
 - b) Due 11/19/15
5. State and Local Government Units will split cost of Disparity Study

Questions?