



# RATING OUR PERFORMANCE

EQUAL EMPLOYMENT OPPORTUNITY OFFICE  
2015 4<sup>TH</sup> Quarter Report of DBE Activity



# Disadvantaged Business Enterprise Activity

- GDOT's UCP directory now contains 2237 firms,
- This calendar year, we have certified 232 new firms; of those 154 are African American owned, 18 are Hispanic owned and 36 are owned by white women,
- Once certified the firms have access to Supportive Services assistance for a variety of business activities,
- Though "Needs Assessments" are provided to all newly certified firms, most of the support assistance results from the firm contacting EEO seeking help with particular issues.



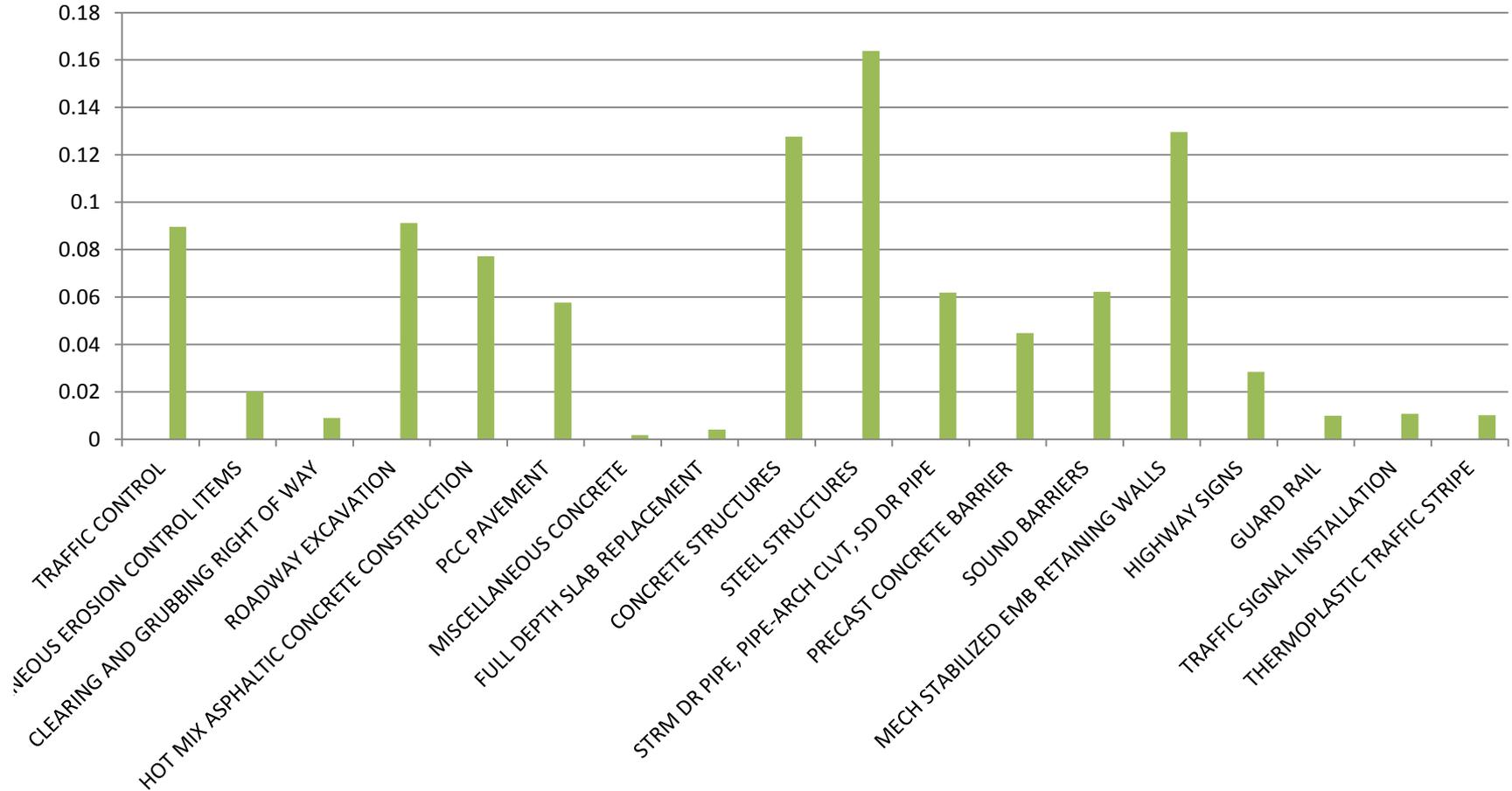
# Disadvantaged Business Enterprise Activity

- Assistance types most often requested include:
  1. Contract opportunity assistance,
  2. Accounting assistance,
  3. Utilization of Bid Express,
  4. Capabilities Statements (Creation/Modification),
  5. Non-Selection Debrief

As contract opportunity assistance is the type of support most often sought, EEO provides notice of particular work opportunities on projects and submits same for distribution to the DBE directory, as appropriate.



# Project Construction DBE Availability Example



## Disparity Study



- Began in March of this year,
- Have conducted the required outreach activity around the State to provide information to the community regarding the Study's purpose and required outcomes,
- Outreach meetings provided opportunity for the public to "weigh-in" on their GDOT experience,
- These Outreach meetings provide the necessary qualitative evidence of experience for the Study,
- Focus is now on completion of the availability tables for Construction and Design considerations on GDOT projects,

## Disparity Study



- While finishing up the review of federal project considerations, the Study consultants are also reviewing GDOT's State funded projects for participation,
- Review will determine DBE availability,
- Will provide requisite foundational analysis to determine appropriateness of attaching a goal to State funded projects,
- In anticipation of a final result, we have begun providing information regarding State funded project types to our DBE community,
- Have hosted a DBE forum relative to HB 170,
- Have submitted an RFP for a State funded Supportive Services contract,
- Proposal designed to provide assistance to DBE firms relative to participation opportunity on State funded contracts.



# State Funded Projects

(No federal dollars)

## Race neutral activity- No Project DBE Goal

- Interchange Improvements at US 19/SR 400 in Fulton County, was awarded in January 2013 - achieved 10% DBE participation. (Complete 9/2015)
- Identify project types, identify specific projects, identify DBE firms in those work areas, regular communication and timely notification.
- This is the same activity currently provided for all federal projects.



# Reporting Activity

- On December 1, 2015, we will report our DBE goal attainment for the period of April 1 through September 30,
- It appears that our attainment number will be at or around 20% for race conscious. This refers to those contracts on which a goal is attached,
- Our race neutral attainment appears to be about 2%. This refers to those contracts on which no goal is attached,
- In reporting a race neutral number, we are identifying contracts where the DBE performed as a Prime contractor,
- Our review indicates four (4) construction contracts totaling \$3.6 million and three (3) design contracts totaling \$111,000 where a DBE firm performed as a Prime Contractor,