

# RATING OUR PERFORMANCE

## EQUAL EMPLOYMENT OPPORTUNITY OFFICE

2014 and 2015 DBE ACTIVITY



# Disadvantaged Business Enterprise Activity

- In December 2014, we reported 13% DBE goal attainment to FHWA.
- In dollars, the 13% is equal to \$62,465,873 in DBE prime and subcontracts.
- 468 contracts were awarded to DBE firms. This number represents nearly half of all GDOT subcontracts (48%).
- Our goal attainment for the second half of 2014 increased by 5% from the same reporting period in 2013.

# Disadvantaged Business Enterprise Activity

- The most often identified work types on the subcontracts are landscaping, fencing/grassing, traffic control/highway signage and trucking.
- DBE firms are well represented in each of the work areas; with landscaping and traffic control leading the industry percentages.
- Identifying available work and DBE firms able to do that type of work is a high priority.

# OUTREACH ACTIVITY

- Our outreach activity is chiefly designed to identify and address the needs of DBE firms to fully participate in the DBE Program.
- Identifying and resolving any such issues provides greater opportunity for the firms to participate as Prime or Sub contractors on GDOT projects and adds to our successful goal attainment.
- In 2014, more than 30 such activities were provided by EEO for new and existing firms.

# Coming EEO Activity

- In 2015, much of our Outreach Activity will be centered around the disparity study.
- Triennially, the department must review its DBE goal and determine its continued viability.
- The GDOT has identified a disparity study as the most comprehensive means of making such a determination.
- An RFQ for the study was undertaken last year. Three responses were received and a selection will be made within thirty days.
- The disparity study, pursuant to guidance offered by US DOT and the Courts, will provide a legitimate basis for our DBE goal supported by research and data.

# Coming EEO Activity

- The selected vendor will provide detailed legal analysis, relevant market analysis, availability and utilization analysis and purchasing practice review to determine how best to continue the DBE Program in conformance with federal regulation.
- The vendors must demonstrate their ability to effectively provide the requested services to similarly sized and structured governmental entities.
- Relevant experience and creative, yet defensible means of engaging the Community and DBE stakeholders to make recommendations for the continued growth and development of the Program will be important elements in the selection criteria.

# Coming EEO Activity

- The continued growth and development of our identified small businesses will be an additional Program consideration in 2015.
- We have commissioned a Study to review and analyze small business set-asides for eligible firms.
- Though set-asides are not appropriate for race or gender based considerations, they are available for small businesses.
- The objective of the set-aside is to identify particular projects by type or dollar amount and limit their participation to firms meeting particular criteria and definition.
- The set-aside projects allow small firms to participate as Prime contractors and provide an additional avenue for firm growth and development.
- A final report is expected in May 2015.