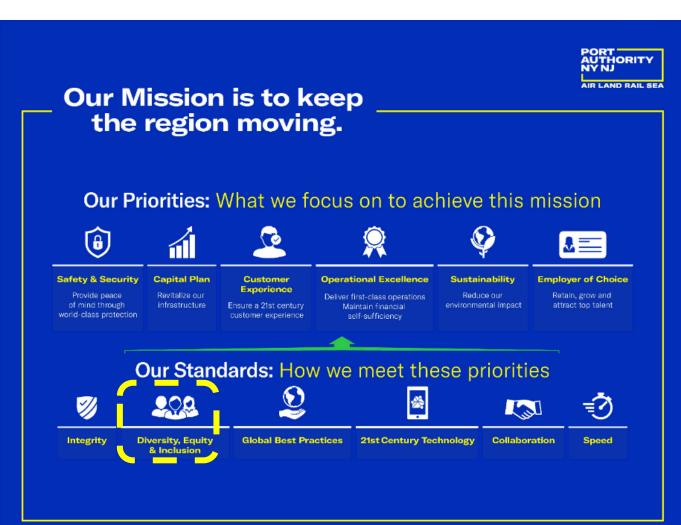
OFFICE OF DIVERSITY, EQUITY AND INCLUSION

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Attention to Diversity, Equity and Inclusion







Certification Programs

- Minority-owned Business Enterprise (MBE) 20% Goal
- Women-owned Business Enterprise (WBE) 10 % Goal
- Service-disabled Veteran-Owned Business (SDVOB) 3% Goal
- Small Business Enterprise (SBE)
- Disadvantaged Business Enterprise (DBE) *
- Airport Concession Disadvantaged Business Enterprise (ACDBE) *
 - * Specific ACDBE/DBE goals for federally assisted contracts are set in accordance with federal regulations.





Multi-phase Contracts MWBE Goals

Commit to achieve at least 20% minority (MBE), 10% women (WBE) and 3% Service-Disabled Veteran Owned (SDVOB) participation across all phases of the project, categories of work and tiers.

□ Phases:



Categories of Work:



A&E Professional Services



Non-A&E Professional Services



Construction



Maintenance

Ensure that utilization of each MBE/WBE racial/ethnic group is spread across all categories of work

MWBE Programs Updates

Small Contracts Program

Provide competitive small contract procurement opportunities across all procurement categories to address the identified disparities

- ☐ Solicit directly to qualified firms within the underrepresented protected groups
- Ensure a competitive procurement process amongst a sufficient number of underrepresented protected groups
- Contract Limits:
 - up to \$1.5M for all other solicitations (inclusive of A&E services); and
 - up to \$2.5M for construction solicitations



MWBE Programs Updates

MBE or WBE Credit for Self-Performing Work

If a task order or agreement is awarded to a Port Authority-certified MBE, WBE, or both MBE and WBE, and self-performs a minimum of 30 percent of the services provided under the task order or agreement, the prime consultant, may receive credit participation as follows:

- MBE: the 20 percent MBE goal requirement will be met, must use good faith efforts to achieve the 10 percent WBE goal;
- WBE: the 10 percent WBE goal requirement will be met, must use good faith efforts to achieve the 20 percent MBE goal;
- MWBE: the 20 percent MBE goal requirement will be met, must use good faith efforts to achieve the 10 percent WBE goal;

If the awardee of a professional service agreement or task order estimated at **over \$2 million** in value is either an MBE or WBE, it will not receive credit toward meeting the goals.



Efforts to Achieve Good Faith Effort

- ☐ Create participation plans that provide **meaningful opportunities** for MBE/WBE/SDVOBs across the full spectrum of the project across all phases of the project, and categories of work and contracting tiers
- □ **Develop contracting packages** that are **commensurate with** capacity of the preponderance of the available pool of MBE/WBE/SDVOBs
- □ Develop a 'Roadmap' to inform a comprehensive participation plan for evaluation and approval with goals applied for 20% MBE, 10% WBE utilization and 3% SDVOB
- ☐ Encourage the formation of joint ventures, partnerships or similar arrangements among subcontractors, as required to achieve the participation goals





Efforts to Achieve Good Faith Effort (cont'd)

Ensure diversity within diversity in all areas of work and tiers (professional services, goods & operational services, and construction)
 Establish transparent processes for pre-qualifying and selecting firms
 After selecting MBE/WBE/SDVOB partners, ensure their engagement in conceptual design, project planning, means and methods and other types of program planning strategy meetings, related to their role in the project

□ Conduct business affairs with MBE/WBE/SDVOB partners in accordance with PANYNJ's standards, including within our supplier code of ethics, prompt payment protocols, etc.

and trainings, and business services support, as appropriate

☐ Provide business capacity building support through financial services, technical guidance



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