

OFFICE OF DIVERSITY, EQUITY AND INCLUSION

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Attention to Diversity, Equity and Inclusion



PORT
AUTHORITY
NY NJ
AIR LAND RAIL SEA

**Our Mission is to keep
the region moving.**

Our Priorities: What we focus on to achieve this mission



Safety & Security

Provide peace
of mind through
world-class protection



Capital Plan

Revitalize our infrastructure



Customer Experience

Ensure a 21st century customer experience



Operational Excellence

- Deliver first-class operations
- Maintain financial self-sufficiency



Sustainability

Reduce our
environmental impact



Employer of Choice

Retain, grow and attract top talent

Our Standards: How we meet these priorities



Integrity



Diversity, Equity
& Inclusion



Global Best Practices



21st Century Technology



Collaboration



Speed



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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
- ❑ **Provide business capacity building support** through financial services, technical guidance and trainings, and business services support, as appropriate
- ❑ 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.

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