

I. History:

Since 1993, the Minority, Women, and Small Business (M/W/SBE) Office has proactively worked to increase the participation of minority, women and small businesses through inclusive procurement activities. Results are achieved through fairness, integrity and strict adherence to the law to maximize M/W/SBE participation. The program's success is ultimately measured using the following five program objectives:

- Outreach
- Certification
- Utilization
- Monitoring and reporting
- Training and technical assistance

II. Governance:

In implementing programs and services around these five program objectives, the M/W/SBE Office develops and administers M/W/SBE rules and statutes. This is aimed at ensuring full and equal access to system-wide procurement opportunities in accordance with the following Board of Education policy and North Carolina general statutes:

- CMS Policy DJA
Minority-owned, women-owned and small business enterprises (collectively M/W/SBE) as well as other responsible vendors shall have a fair and reasonable opportunity to participate in CMS business opportunities
- General Statutes 143-48
Purchase and Contract: cooperation in promoting the use of small contractors, minority contractors, physically handicapped contractors and women contractors
- General Statutes 143-48.4
Statewide uniform certification of historically underutilized businesses (HUBs)
- General Statutes 143-128.2
Minority Business Participation Goals (defines good-faith efforts and the full scope of the law)
- General Statutes 143-128.3
Administration (Public Entity Responsibilities)
- General Statutes 143-128.4
Historically Underutilized Business (2007 Amendment Definition)

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- General Statutes 143-131
Informal Bidding: scope of applicable law for construction projects less than \$500,000 (increased from \$300,000 in 2007 legislation)
- Senate Bill 914, Session Law 2001-496 December 2001
To enhance and improve good-faith efforts to recruit and select minority businesses for participation in public construction contracts
- NC Administrative Code – 301 Minority Business Participation Goals
Rules governing minority participation goals and responsibilities of owners, HUB office, designers, contractors, HUB contractors and state construction office

III. Budget:

	Actual 2010-2011 Expenditures	Actual 2009-2010 Expenditures
Expenditures		
Salaries	\$ 95,833	\$ 150,363
Benefits	\$ 18,885	\$ 33,994
Purchased services	\$ 6,365	\$ 8,632
	\$ 121,083	\$ 192,989

IV. Challenges

A proactive approach provides M/W/SBEs equal opportunity to participate in all aspects of Charlotte-Mecklenburg Schools’ contracting and purchasing activities, including but not limited to participation in procurement contracts for equipment, leases, professional and other services contracts, and construction. The M/W/SBE Office works closely with design managers to identify packages or areas of opportunity that will enhance utilization in construction-related projects. We also routinely consult with Procurement Services and others regarding utilization of the M/W/SBE vendor sourcing system. The M/W/SBE Office also participates in proposal evaluations and reviews all bids/requisitions above \$5,000 through the Lawson financial management system. While these measures have been effective, the following challenges have been identified by the M/W/SBE Office:

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- Perceived preferred bidders list
- Budget reductions
- Reduction in bond-funded construction projects
- Reduction in force

V. 2010 – 2011 Goals:

CMS has implemented an M/W/SBE program that includes annual aspirational goals for use in proportion to the availability of vendors in particular areas of procurement. The aspirational goals are based on an analysis of factors such as size and scope of the contract and the availability of M/W/SBEs to perform various elements of the contract.

Category	MBE Goal	WBE Goal	SBE Goal	M/W/SBE Goal
Construction	10%	6%	5%	21%
Architecture, engineering and surveying	4%	7%	5%	16%
Contracted services (other than construction)	5%	4%	5%	14%
Goods	3%	3%	5%	11%

VI. Major Initiatives:

In an ongoing effort to provide contractors with the necessary technical skills, the M/W/SBE Office routinely partners with other entities to offer a variety of topics targeted to increase the capacity of minority, women and small business owners. For 2011-2012, the M/W/SBE Office has planned the following major initiatives:

- Charlotte Minority Economic Development Initiative
- Building Services Operational and Cost Improvement Lean Six Sigma Project
- Supplier Quality Assessments

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VII. Performance Results:

In spite of the identified challenges and changing economic conditions, Charlotte-Mecklenburg Schools spent 15 percent of eligible expenditures with M/W/SBE firms. As a result, CMS' supplier-diversity efforts were recognized by the Carolinas Minority Supplier Development Council MBEIC with the Supplier Diversity Impact Award.

The school district:

- Exceeded the overall aspirational goals by four to 11 percent in three of the four categories
- Exceeded the MBE goal in architecture and engineering by eight percent; maintained goods utilization of 2.4 percent; and increased construction by 1.5 percent over fiscal year 2009-2010
- Exceeded WBE goals in construction by 15 percent; achieved the architecture and engineering goal of seven percent; and contracted services by four percent
- Exceeded SBE goals in contracted services by 2 percent
- Participated in 16 conferences, workshops, seminars, training sessions and presentations promoting M/W/SBE program, including How-To-Do Business with Charlotte-Mecklenburg Schools

VIII. Next Steps:

To further expand utilization for minority, women and small business enterprises, the M/W/SBE Office will:

- Meet with key stakeholders regarding utilization of M/W/SBEs
- Identify opportunities for M/W/SBEs in strategic sourcing and supply chain management
- Continue to expand debriefing process for unsuccessful suppliers/contractors to improve competitiveness
- Continue to expand Second Tier Sourcing Program
- Track M/W/SBE cost-savings/cost-reduction contribution