

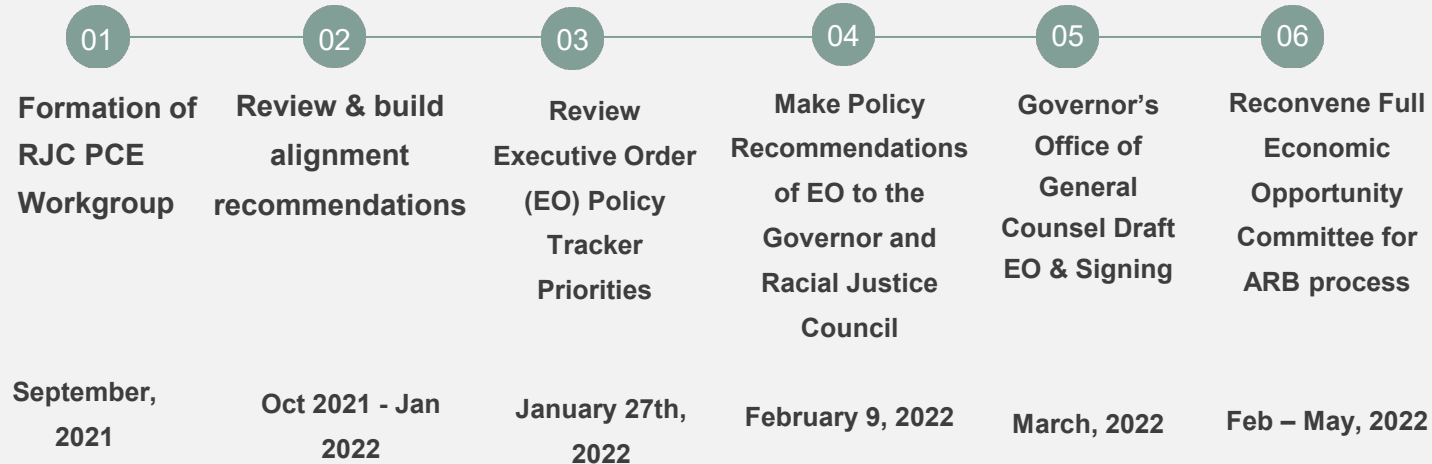
RJC Procurement Workgroup Executive Order Report

February 9, 2022

RJC PROCUREMENT & CONTRACTING EQUITY WORKGROUP PROCESS



We are here



Equity & Racial Justice

Culturally Responsive

Accountability

Transparency

WORKGROUP
VALUES

ACCOUNTABILITY

Clear Action Steps - Real-time accountability changes to have people focus on specific items with a direct timeline.

Create more accountability measures within agencies to embed equity in all aspects of procurement processes - writing, evaluating/scoring, and outreach for RFPs

Develop clear goals and a metrics that measure accountability.

Collect disaggregated data in procurement system.

Need Project level disaggregated data with committed owners who will hold contractors accountable.

Every part of this process needs a support or resource mechanism.

EMBED EQUITY INTO OREGON'S PROCUREMENT & CONTRACTING PROCESS

- Clearly and Explicitly define State of Oregon's Diversity, Inclusion, Equity (DEI) values & mission
- Incorporate equity values into all aspects of procurement processes (RFP questions, criteria, scoring, evaluation team)
- Score and evaluate proposals to include proposer's DEI Commitment/DEI Goals Statements/Aspirational Statements
- Evaluation Team - Ensure diverse perspectives and racial equity lens on scoring panels
- Encourage more COBID firm utilization and set goals to ensure that programs have an equity lens.
- Simplify, clarify, modernize, streamline procurement processes

EMBED EQUITY INTO OREGON'S PROCUREMENT & CONTRACTING PROCESS

- Move away from purchase decision based on lowest bid best value scoring
- Disaggregated data collection of contract awards, data analysis of where awards are going
- Embed supplier diversity managers or supplier diversity directors that holds the agency accountable to growing and utilizing the diversity of its contractor base.

PROACTIVE OUTREACH &
ENGAGEMENT OF BIPOC
CONTRACTORS

In addition to COBID, create avenues to locate minority business on a state level. For example, explore utilizing other agencies like Secretary of State to collect demographic data

Develop an agency culture that is inclusive and proactively engaging with minority businesses

Need to provide language access (translation, interpretation) to ensure all Oregonians have access to the same level of information and support.

Adequate outreach and engagement programs should be part of project implementation to ensure M/W/DBEs are aware of opportunities available to them.

Build intentional relationships and partner with local culturally specific organizations and trade associations to conduct culturally specific outreach, regional outreach to businesses.

BUSINESS SUPPORT AND CAPACITY BUILDING

Pre and post COBID certification support that provides businesses counselling to navigate public agency processes. Appropriately resource

Providing ongoing technical assistance, training, mentorship and coaching that are culturally and linguistically accessible.

Partner and build the capacity of nonprofits who support small businesses that engage in public contracting. For example, continuing to fund programs like that of Business Oregon that supported culturally specific organizations with \$9 million of multi year funding

Bonding and Insurance Support specific to the construction industry

Access to Capital

PROJECT PLANNING
& CONTRACT
COMPLIANCE

Unbundle large projects to provide greater opportunity for smaller firms

Prompt Pay through updating accounting system to improve government pay lag time and restructuring timelines and contract compliance

Utilize alternative delivery methods such as CM/GC and Design-Build

Utilize software to track data and streamline contract compliance

LABOR STANDARDS IN CONTRACTS

Establish targets and collect and disaggregate project workforce data by race and gender for consultants, subcontractors, journeyman, and apprenticeship.

Collect and disaggregate workforce information by workforce, journeyman, and apprenticeship to increase accountability.

Wage and/or benefit requirement

Inclusive, welcoming and respectful worksite training and culture

- E.g. Monthly meeting with disaggregated data. Labor management and community oversight committees. You need people who care about the diversity in leadership roles on projects.

PROCUREMENT STUDY

Legal Analysis

System Assessment

Tax Assessment

Final Report

Four part study to understand inequities in the procurement system