

King County Disparity Study Public Information Webinar

Colette Holt & Associates

Yates Consulting

WindGypsy

15 March 2023

Disparity Study Team

■ Colette Holt & Associates

- Colette Holt, J.D. - Project Manager
 - Nationally recognized expert, educator and author on M/W/DBE issues
- Steven Pitts, Ph.D. - Economist and Statistician
 - Nationally recognized expert, educator and author on market issues regarding minorities for over 30 years
- Joanne Lubart, J.D. - Associate Counsel
 - National expert D/M/WBE programs
- Glenn Sullivan - Director of Technology
 - Extensive experience with CHA data collection and website management

Disparity Study Team, cont.

- Ilene Grossman, B.A. - Assistant Project Manager/COO
 - Experienced manager of disparity studies
- Victoria Farrell, M.B.A. – Anecdotal Team Manager
 - Experienced researcher and data manager
- Carol Borst - Contract Data Collection Team Manager
 - Highly experienced coordinator of all contract data collection activities
- Megan Schenk- Senior Data Research Specialist
 - Responsible for all research required to complete the study's contract data files

Disparity Study Team, cont.

■ Subconsultants

- Yates Consulting (MBE)
 - Experienced consulting firm specializing in diversity and inclusion support for prime contractors and government agencies and supplier diversity program compliance
Currently working with CHA on WSDOT and City of Seattle disparity studies
 - Will assist with community outreach and anecdotal data collection
- WindGypsy Consulting (WBE)
 - Over 16 years of experience assisting small and diverse businesses, including Native American communities
 - Currently working with CHA on WSDOT and Illinois DOT disparity studies
 - Will assist with contract data collection

Disparity Study Elements

- Study website
 - Home Page
 - Meet Our Team
 - Participate
 - Contact Us and Public Comment
- Legal Review
- County's utilization of W/MBEs in the construction, and construction-related services as a percentage of all dollars
 - Study period is January 1, 2018, through December 31, 2022

Disparity Study Elements

- Step 1: Gather the County's prime contracts to create Initial Contact Data Files by funding source
- Step 2: Gather any additional data for contracts in the Contract Data Files
- Step 3: Contact primes for missing subcontractor data
 - Collect at least 80% of the contract dollars
 - Assign missing race and gender ownership status
 - Assign missing NAICS codes

Disparity Study Elements

- Step 4: Determine geographic and product markets
 - Determine the unconstrained product market
 - Analyze data for primes, subs and combined
 - Determine the geographic market by location of at least 75% of the contractors
 - Determine product market constrained by geographic market
 - Determine detailed utilization by race, gender and six-digit NAICS codes and funding source

Disparity Study Elements

- Availability of W/MBEs in the County's markets
 - Create Master List of W/MBEs from multiple entities, including OMWBE's list
 - Develop list from the Contract Data Files and other County lists
 - Obtain Hoovers/Dun & Bradstreet for initial business universe
 - Assign missing race and gender status and NAICS codes
 - Estimate detailed, unweighted and weighted availability combined and disaggregated by race, gender and industry codes by funding source

Disparity Study Elements

- Disparity analysis by funding source
 - Disparity ratio = W/MBE utilization ÷ weighted availability
 - 80% or less is substantive, supporting the inference of discrimination
 - Confidence intervals for statistical significance
 - Calculate disparity indices for:
 - All race and sex groups with all industry groups combined
 - All race and sex groups disaggregated

Disparity Study Elements

- Economy-wide disparity analyses
 - Compare M/WBEs' revenues to non-M/WBEs' using the Census Bureau's Annual Business Survey
 - Compare M/WBEs' formation rates and business earnings to non-M/WBEs' using the Census Bureau's American Community Survey
 - Summarize report on discrimination in access to business credit
 - Critical for evaluation of effectiveness of race- and gender-neutral measures

Disparity Study Elements

- Anecdotal data collection and analysis
 - Stakeholder sessions, electronic survey and small group business owner interviews of W/M/SDVBE owned firms, and non-diverse firms
 - Explore
 - Barriers to success in the Puget Sound area markets
 - Experiences with discrimination
 - Ability to access County prime and subcontracts
 - Possible supportive services or other race- and gender-neutral measures
 - King County staff interviews

Disparity Study Elements

- Contracting Opportunities Program and Policy Review
 - Review policy/program documents
 - Solicit stakeholders', business owners' and County staff's suggestions regarding:
 - Outreach to W/M/SDVBE and small firms
 - Program elements
 - SBE certification standards and processes
 - Possible supportive services or other race- and gender-neutral measures
 - Review of bids/proposals
 - Barriers to County contracting and subcontracting
 - Contract data collection and reporting processes

Disparity Study Elements

- Recommendations
 - Race- and gender-neutral measures to reduce barriers and increase opportunities
 - Potential narrowly tailored race- and gender-conscious remedies for federally funded contracts and County funded contracts (if permitted under state law)
 - Program eligibility
 - Contract goal setting methodology
 - Bid/proposal evaluation
 - Contract performance policies and processes
 - Monitoring and data collection

Study Participation Information

- Stakeholder sessions
- Electronic survey of business owners
- Business owner interviews
- Study information
 - kingcounty.disparity-study.com
 - kingcounty-study@mwbellow.com
 - 855-692-3529 (855-MWBELAW)
- King County Study Manager
 - Katia Garcia
 - kgarcia@kingcounty.gov



16 Carriage Hills • San Antonio, Texas 78257

773.255.6844 • colette.holt@mwbelaw.com

www.mwbelaw.com • Twitter: [@mwbelaw](https://twitter.com/mwbelaw)