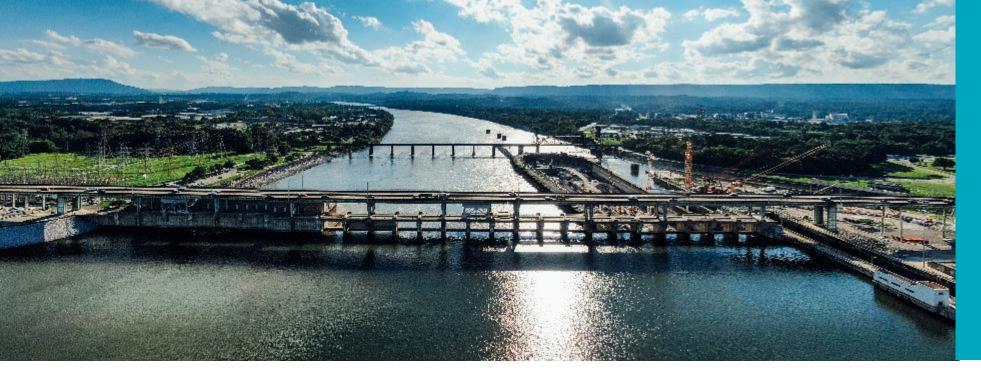# 2020 Disparity Study

September 16, 2020

Agenda

- Overview

- Objectives/Timeline

- Questions

220+

Over 200 successful disparity studies completed

MGT is a nationally recognized public sector consultants

We are nationally respected leaders in public sector management consulting who equip our clients with thorough, innovative solutions so they can better serve their agency, stakeholders, and community.

We power the work of the public professional to advance the lives of the citizens they serve.

Almost half a century of experience providing public sector consulting

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Key MGT Disparity Study Staff

Dr. Fred Seamon
Project Manager
Legal/Policy Analysis

Qualitative Research Methods
Community Engagement
Policy Analysis

Reggie Smith
Project Director
Research and Analysis

Project Management
Community Engagement
M/WBE Program Goal Setting

Andres Bernal
Legal/Policy Analysis
Research and Analysis

Quantitative Analysis
Legal & Social Science Research
Bilingual / English & Spanish

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Overview of WSSC Water's Disparity Study

Why does WSSC Water need to conduct a disparity study?

- The *Croson (City of Richmond v. J.A. Croson,* 488 U.S. 469 (1989)*)* decision required local government agencies' race preference contracting programs be able to withstand strict scrutiny review to avoid violating the Equal Protection Clause of the Fourteenth Amendment. Strict scrutiny must be met by:

  o Demonstrating a "compelling interest" in the remedial purpose of the MWBE program and,

  o Ensuring that the program is "narrowly tailored" to meet the remedial goal.

2020 Disparity Study

Study Objectives

- Determine the utilization and availability of minority- and women-owned firms within WSSC Water's market area for construction, architectural and engineering, goods and services and professional services.

- Determine whether disparity exists, and if found, identify by race, ethnicity, and gender of affected individuals.

- Provide best practices to assist in administering the MBE/SLBE programs and the establishment of an overall aspirational goal.

July 2020

Project Initiation → Legal Review → Data Evaluation, Collection, & Preparation → Identify Relevant Markets → Utilization Analysis → Availability Analysis → Public Sector Disparity Analysis → Non-Goal Disparity Analysis → Anecdotal Data Collection & Analysis → Best Practices → Goal Setting → Final Report

June 2021

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Questions?