



# 2022 DISPARITY STUDY

## WHAT IS A DISPARITY STUDY?

Disparity Studies are used by organizations to determine whether there is evidence of discrimination in the market in which a public entity does business. Disparity Studies reveal if disparities exist and to what extent in contracting with minority- and women-owned businesses.

## WHAT IS INVOLVED IN A DISPARITY STUDY?

Disparity Studies analyze an organization's spending with minority- and women-owned businesses and compares spending to the availability of minority- and women-owned businesses in the relevant market area for the organization. Disparity Studies also include the analysis and review of public sector data, as well as qualitative data to determine if there's evidence of discrimination in the relevant market area.

## HOW OFTEN DOES WSSC WATER PERFORM A DISPARITY STUDY?

WSSC Water hires an independent consultant to conduct a Disparity Study every five to seven years. The data from a Disparity Study provides the legal basis or justification for continuing to operate a Minority Business Enterprise Program.

## WHAT WERE THE RESULTS FROM WSSC WATER'S 2022 DISPARITY STUDY?

The 2022 Disparity Study found statistical evidence of business discrimination against minority- and women-owned businesses in both the private and public sectors within WSSC Water's marketplace. Results can be found on our website: [www.wsscwater.com/disparitystudy](http://www.wsscwater.com/disparitystudy).

For more information about  
WSSC Water's Office of Supplier Diversity & Inclusion  
Visit: [www.wsscwater.com/supplierdiversity](http://www.wsscwater.com/supplierdiversity)  
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# MBE Program Participation

## 2015 Disparity Study

## 2022 Disparity Study

				<b>Business Classification</b>				
	Construction	A&E	Professional Services	Goods & Services	Construction	A&E	Professional Services	Goods & Services
	Full	Full	Full	Full	Full	Full	Full	Partial 15%
	Full	Full	Full	None	None	Partial 18%	Partial 11%	Partial 6%
	None	Full	None	None	Partial 13%	Partial 7%	Partial 4%	Partial 5%
	Full	None	Full	None	Partial 0.50%	Partial 1%	Partial 0.50%	Partial 1%
	Full	Full	Full	None	Partial 14%	Full	Full	Full
	Full	Full	Full	Full	Full	Full	Full	Full

Full – Businesses in this category count toward the total subcontracting goal

Partial – Businesses in this category count partially toward the subcontracting goal at the percentage listed

None – Businesses in this category are not eligible to count toward subcontracting goals