FY2019 Annual Business Diversity Report

Tamela Lee
Business Diversity Programs
Federal Programs (based on regulations)

Disadvantaged Business Enterprise (DBE)

- 51% owned and controlled by one or more socially and economically disadvantaged individuals
- Business size based on SBA size standards
- Personal Net Worth Threshold

Airport Concession Disadvantaged Business Enterprise (ACDBE)

DBE Program
Construction Services
Architectural & Engineering Services
15% Annual Goal

ACDBE Program
Airport Concessions
33% Annual Goal
Business Diversity Programs
Local Programs (Disparity Study)

**Minority and Women Business Enterprise (MWBE)**
- 51% owned and controlled by one or more minority individuals or by one or more female individuals
- Socially disadvantaged

**Small Business Enterprise (SBE)**
- Business size based on SBA size standards
- Economically disadvantaged

**MWBE Program**
- Architectural & Engineering Services
- 35% Annual Goal

**MBE Program**
- Construction Services >$1M
- 25% Annual Goal

**SBE Program**
- Construction Services <$1M
- Professional/Non-Professional Services
- 20% Annual Goal
Business Diversity Programs
FY2019 Accomplishments

- Expenditure - Overall D/S/M/WBE Participation $160M (30%)
- Revenue - Concessions Overall ACDBE Participation $194M (43%)

<table>
<thead>
<tr>
<th>Industry Area</th>
<th>Annual Goal %</th>
<th>Achievement %</th>
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</thead>
<tbody>
<tr>
<td>Goods &amp; Services – SBE</td>
<td>20%</td>
<td>31%</td>
</tr>
<tr>
<td>Construction (under $1M) – SBE</td>
<td>20%</td>
<td>51%</td>
</tr>
<tr>
<td>Construction – MBE</td>
<td>25%</td>
<td>34%</td>
</tr>
<tr>
<td>A &amp; E – MWBE</td>
<td>35%</td>
<td>38%</td>
</tr>
<tr>
<td>Construction/ A&amp;E – DBE*</td>
<td>15%</td>
<td>24%</td>
</tr>
<tr>
<td>Concessions** - ACDBE</td>
<td>33%</td>
<td>43%</td>
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*DBE percentage is comprised of only grant-funded projects.
**45% overall achievement comprised of 43% ACDBE participation and 2% MWBE participation at the owner/equity level.
(The reported numbers reflect dollars paid during the time of report publication, 10/01/2018 – 9/30/2019)
Total Amount Paid: $541M
D/S/M/WBE: $160M (30%)
NON-D/S/M/WBE: $381M (70%)

In Millions with Percent
- Non-D/S/M/WBE 70%
- African American 5%
- Asian American 3%
- Hispanic American 9%
- Native American 1%
- White Female 11%
- White Male 1%

The following reported numbers reflect Pay Period Activity Reports from October 1, 2018 – September 30, 2019, entered into the B2Gnow system through the time of this presentation.

*Percentages might not add up to a full 100% due to rounding.
Goal 20%, Achieved 31%
Total Amount Paid: $260M
SBE: $81M (31%)
NON-SBE: $179M (69%)

*Percentages might not add up to a full 100% due to rounding.
Construction – Small Business Enterprise (SBE) Program

*Goal 20%, Achieved 51%*

Total Amount Paid: $7M
SBE: $4M (51%)
NON-SBE: $3M (49%)

*Percentages might not add up to a full 100% due to rounding.*
Goal 25%, Achieved 34%
Total Amount Paid: $65M
MBE: $22M (34%)
NON-MBE: $43M (66%)

In Millions with Percent
- Non-MBE 66%
- African American 8%
- Asian American 1%
- Hispanic American 23%
- Native American 2%

*Percentages might not add up to a full 100% due to rounding.
Architectural & Engineering – Minority/Women Business Enterprise (M/WBE) Program

**Goal 35%, Achieved 38%**
Total Amount Paid: $55M
M/WBE: $21M (38%)
NON-M/WBE: $34M (62%)

*Percentages might not add up to a full 100% due to rounding.*
Goal 21%, Achieved 24%
Total Amount Paid: $114M
DBE: $28M (24%)
NON-DBE: $86M (76%)

*Percentages might not add up to a full 100% due to rounding.*

In Millions with Percent
- Non-DBE 75%
- African American 3%
- Asian American 0.4%
- Hispanic American 10%
- White Female 10%
- Native American 0.6%
Concession Revenues – Airport Concessions Disadvantaged Business Enterprise (ACDBE) Program

Total Gross Revenues: $454M

**ACDBE Goal 33%, Achieved $194M (43%)**
MBE Goal N/A, Achieved $8M (2%)
NON-ACDBE/MBE: $252M (55%)

In Millions with Percent

- Non-ACDBE/MBE 55%
- African American 21%
- Asian American 2%
- Hispanic American 19%
- White Female 3%

*Percentages might not add up to a full 100% due to rounding.*
Capacity Building Program Series

Implemented Fourth Year

12 educational classes offered over six (6) months
365+ attendees with a 96.5% overall satisfaction rate

Program Benefits:

- Introduce newly certified firms to DFW
- Assist in growing existing firms at DFW
- Support department awareness
- Increase outreach to diverse businesses
- Disseminate information on Airport policies, processes and procedures
- Access to decision makers and networking
Objectives:
- In partnership with Coca Cola
- Provide professional development training
- Provide networking and business relationship development opportunities
- Connect D/S/M/WBEs to internal department & Coca-Cola representatives

Target Audience:
- D/S/M/WBE primes and subs currently performing on an active DFW contract
- Participants of the 2018 Capacity Building Program Series
- Select Coca-Cola M/WBE Partners

200 Diverse Business Leaders Attended
96 % Satisfaction Rate
Participated in over 100 business development outreach events in the M/WBE business community

Over 1,500 individuals attended the various DFW-hosted outreach events held during FY2019

- S.O.A.R Conference
- Capacity Building Program Series
- December DFW Business Opportunity Forum
- June DFW Business Opportunity Forum
Advocacy Partners

- Asian American Contractors Association of Texas
- Dallas Black Chamber of Commerce
- Dallas/Fort Worth Minority Supplier Development Council
- Fort Worth Hispanic Chamber of Commerce
- Fort Worth Metropolitan Black Chamber of Commerce
- Greater Dallas Asian American Chamber of Commerce
- Greater Dallas Hispanic Chamber of Commerce
- Irving Hispanic Chamber of Commerce
- Regional Black Contractors Association
- Regional Hispanic Contractors Association
- U.S. India Chamber of Commerce
- U.S. Pan Asian American Chamber of Commerce Southwest
- Women’s Business Council Southwest
Diversity Awards

- DFW Minority Supplier Development Council, Public Sector Agency of the Year
- Women’s Business Council Southwest, Corporation of the Year
- Airports Council International – North America, Diversity & Inclusion Award
- Greater Dallas Asian American Chamber of Commerce, Visionaries of Innovation – Corporate Engagement
- Asian American Contractors Association, Outstanding Capacity Building Program
Disparity Study
Timeline and Next Steps

March 2018 – April 2019
Commissioned and Completed Disparity Study

August 2019
Legal Review Completed

December 2019
Review Recommendations with Executive Team

January 2020
Board Approves and Adopts Findings and Revised Policy

February 2020
Engage Advocacy Groups

March 2020
Revise Programs, Processes, and Systems as Needed

June 2020
Implement Revised Procedures, Processes and Systems
Support development and growth of D/S/M/WBEs to maximize participation

Enhance Capacity Building Program Series & Technical Assistance (Construction & Concessions)

Expand the Small Business Enterprise Program to include Concessions

Review Request for Proposals (RFPs) to maximize participation & minimize cost of participating

Continue to partner with NCTRCA to expedite certification

Continue contract unbundling

Revise Craft Worker Training Program

Enhance Insurance & Bonding Assistance Program

Continue ensuring prompt payment of primes and subcontractors