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# FY2019 Annual Business Diversity Report

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# Business Diversity Programs

## Federal Programs (based on regulations)

### Disadvantaged Business Enterprise (DBE)

### Airport Concession Disadvantaged Business Enterprise (ACDBE)

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

### 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%)

Industry Area	Annual Goal %	Achievement %
Goods & Services – SBE	20%	31%
Construction ( <i>under \$1M</i> ) – SBE	20%	51%
Construction – MBE	25%	34%
A & E – MWBE	35%	38%
Construction/ A&E – DBE*	15%	24%
Concessions** - ACDBE	33%	43%

\*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.

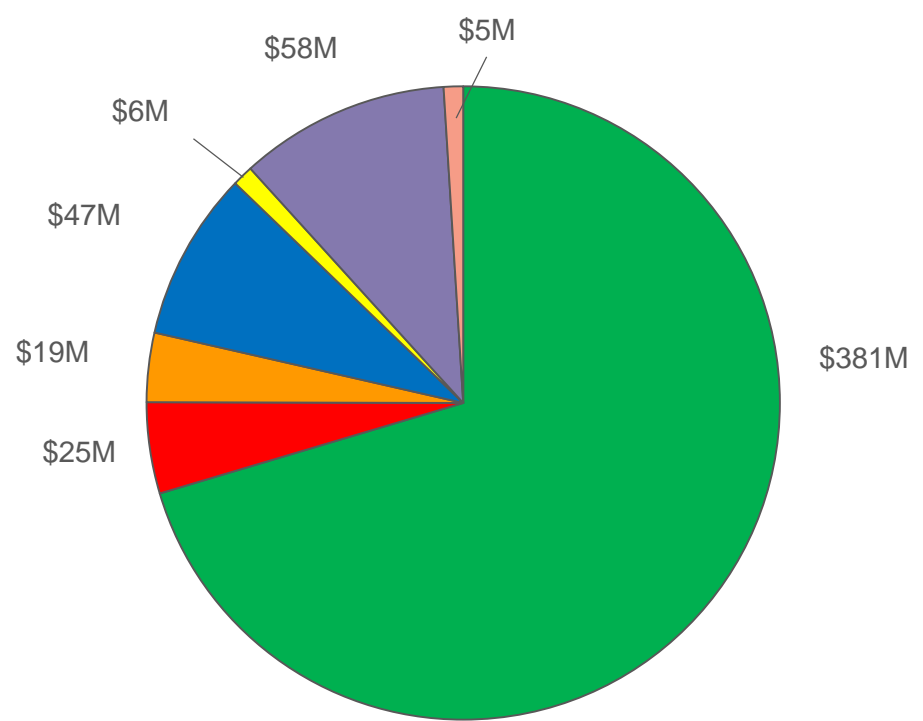
(The reported numbers reflect dollars paid during the time of report publication, 10/01/2018 – 9/30/2019)

# All Expenditure Categories

**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.



# Goods & Services – Small Business Enterprise (SBE) Program

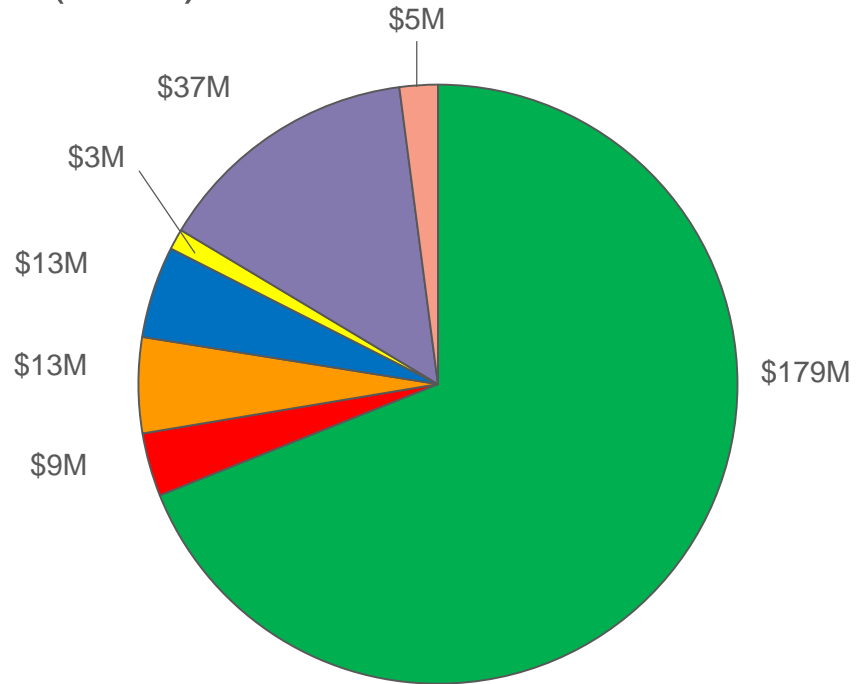
(Professional & Non-Professional)

**Goal 20%, Achieved 31%**

Total Amount Paid: \$260M

SBE: \$81M (31%)

NON-SBE: \$179M (69%)



In Millions with Percent

- Non-SBE 69%
- African American 3%
- Asian American 5%
- Hispanic American 5%
- Native American 1%
- White Female 14%
- White Male 2%

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

# Construction – Small Business Enterprise (SBE) Program

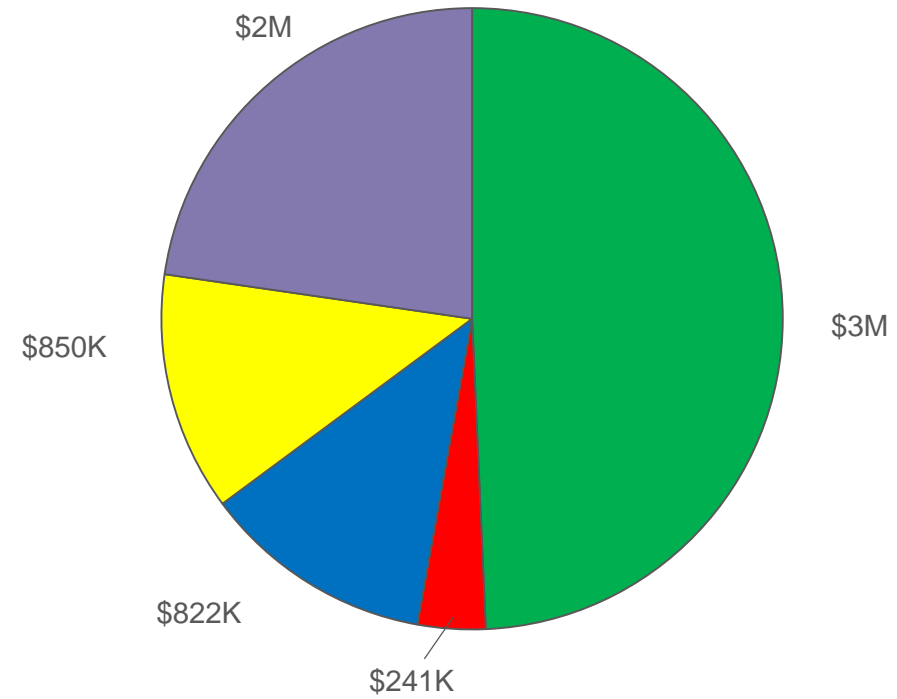
*(Contracts under \$1M)*

**Goal 20%, Achieved 51%**

Total Amount Paid: \$7M

SBE: \$4M (51%)

NON-SBE: \$3M (49%)



In Millions with Percent

- Non-SBE 49%
- African American 4%
- Hispanic American 12%
- Native American 12%
- White Female 23%

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

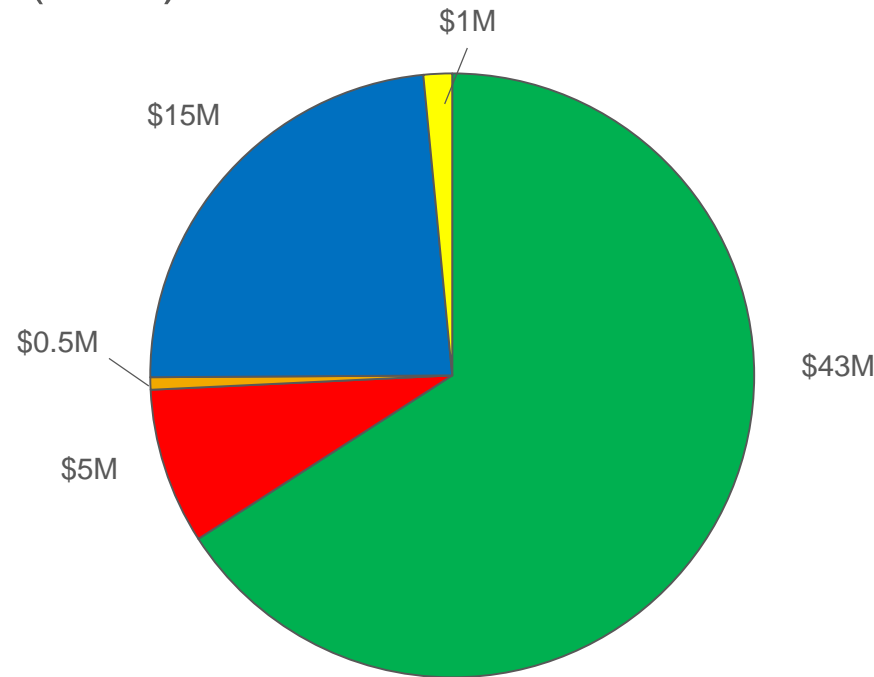
# Construction – Minority Business Enterprise (MBE) Program *(Contracts over \$1M)*

**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.



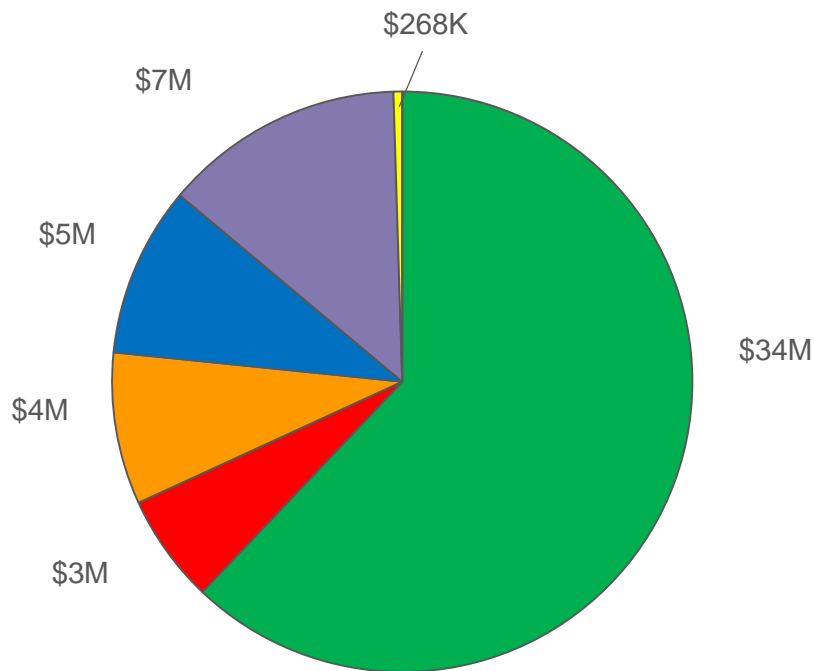
# Architectural & Engineering – Minority/Women Business Enterprise (M/WBE) Program

**Goal 35%, Achieved 38%**

Total Amount Paid: \$55M

M/WBE: \$21M (38%)

NON-M/WBE: \$34M (62%)



In Millions with Percent

- Non-M/WBE 62%
- African American 6%
- Asian American 9%
- Hispanic American 10%
- White Female 12%
- Native American 1%

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

# A&E/Construction – Disadvantaged Business Enterprise (DBE) Program

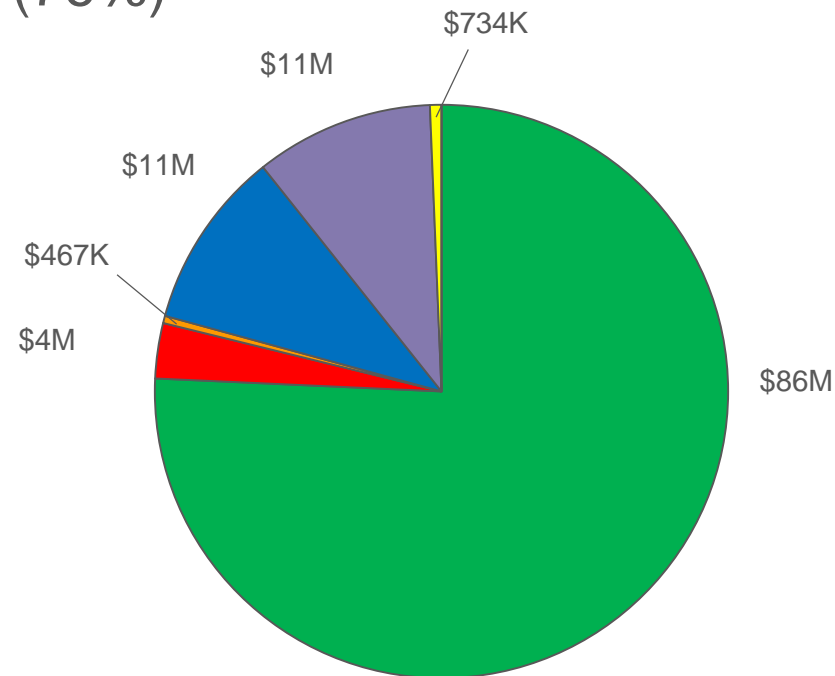
*(Grant-Funded Contracts)*

**Goal 21%, Achieved 24%**

Total Amount Paid: \$114M

DBE: \$28M (24%)

NON-DBE: \$86M (76%)



In Millions with Percent

- Non-DBE 75%
- African American 3%
- Asian American 0.4%
- Hispanic American 10%
- White Female 10%
- Native American 0.6%

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

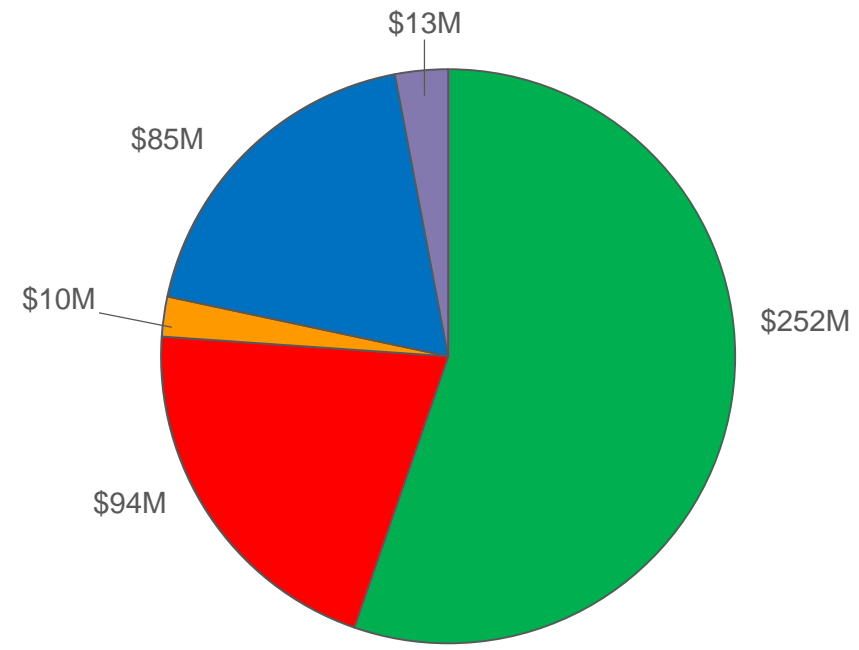
# Concession Revenues – Airport Concessions Disadvantaged Business Enterprise (ACDBE) Program

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

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# S.O.A.R Conference

## Success through Opportunities Access & Resources

### 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





# Business Development Outreach Highlights

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

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# 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





# Opportunities

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