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>
</tr>
</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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</tbody>
</table>

*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%)

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%)

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: $4M (51%)
- African American: $241K (4%)
- Hispanic American: $850K (12%)
- Native American: $822K (12%)
- White Female: $2M (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%)

*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%)

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.
Total Gross Revenues: $454M

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

*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