
The Board adopted the Equity in Public Purchasing and Contracting Policy, 8.50.095-P, on July 16, 2012. The Policy includes three distinct objectives:

1. **Business Equity:** Providing contracting opportunities to small businesses that have been historically under-utilized, including businesses owned by people of color and women.
2. **Contractor Workforce Equity:** Ensuring apprenticeship opportunities in the construction trades and promoting construction employment opportunities for people of color and women.
3. **Career Learning Equity:** Leveraging our contracting activities to provide career learning opportunities to PPS students.

I. Business Equity

1. Business Equity Goals and Requirements

The Business Equity Administrative Directive 8.50.096-AD was approved by the Superintendent on September 23, 2013. Key provisions of the Business Equity AD include:

- An aspirational goal of 18% for the participation of Minority-Owned Businesses (MBE), Women-Owned Businesses (WBE), Emerging Small Businesses (ESB), and/or Service-Disabled Veteran Businesses (SDV) (“Certified Businesses”)¹ in construction, architecture, engineering, and related services. This means that we’d like to see 18% or more of our construction, architecture, and engineering dollars going to Certified Businesses, whether they are prime contractors or subcontractors.

- Inclusion of Certified Business subcontractor utilization history and plans as part of the scored evaluation criteria in Requests for Proposals (RFPs), including those used to solicit our Construction Manager/ General Contractors (CMGCs) on our major modernization projects.
- For construction services between \$5,000 and \$100,000, the District must seek one or more of the required three quotes from Certified Businesses.

2. Business Equity Outcomes:

Number of Certified Businesses participating in the District's construction, architecture, engineering, and related services projects since 2013:

- **Number of prime contracts with Certified Businesses:** 455 (35% of all prime contracts)
- **Number of subcontracts with Certified Businesses:** 464 (30% of all subcontracts)

Percentage of the District's spend on construction, architecture, engineering, and related services that went to Certified Businesses:

- **Fiscal Year 20-21: 14.67%** (equal to \$36,870,688)
- **Cumulative since 2013: 16.5%** (equal to \$108,164,138)

The Fiscal Year 2020-21 Certified Business spend can be disaggregated in a number of ways:

- **Certification Type**
 - Minority-Owned Businesses: 3.58% (\$8,986,178)
 - Women-Owned Businesses: 7.22% (\$18,128,809)
 - Emerging Small Businesses: 3.70% (\$9,297,833)
- **Bond vs. Non-Bond Projects**
 - Bond Projects: 14.25% (\$34,173,712)
 - Non-Bond (Facilities Project Management) Projects: 23.46% (\$2,696,976)
- **Contract Type**
 - Construction: 13.98% (\$31,309,431)
 - Architecture, Engineering, and Related Services: 20.39% (\$5,561,257)
- **Procurement Method**
 - No Competition (direct negotiation, emergency, or exempt): 29.63% (\$1,114,465)
 - Competitive Low Bid (quotes or Invitation to Bid): 30.38% (\$10,258,929)
 - Competitive Evaluation (Request for Proposals): 11.93% (\$25,497,294)

Key Business Equity Takeaways:

- Approximately 1/3 of all contracts for District construction, architecture, engineering, and related services projects are with Certified Businesses.
- We are consistently meeting the District's 18% aspirational goal in the architecture, engineering, and related services areas but we are below goal in construction.
- However, we have exceeded the District's aspirational goal on

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broken into smaller pieces, can be challenging for many Certified Businesses to take on or compete for.²

II. Contractor Workforce Equity

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III. Career Learning Equity

1. Career Learning Requirements

The Career Learning Administrative Directive 8.50.098-AD (“Career Learning AD”) was approved by the Superintendent on October 23, 2013. Key provisions of the Career Learning AD provide:

- Construction, architecture, engineering, and related services contracts \$100,000 or greater require District contractors to register on the District’s approved Career Learning database tool (currently PPS Partner Connect, managed by the College and Career Readiness department) and offer to provide two or more career learning opportunities to District students.
- Career learning opportunities include guest speakers, worksite visits, job shadows, informational interviews, career fairs, mock interviews, externships, and project-based learning activities.

2. Career Learning Outcomes

Since the implementation of the PPS Partner Connect tool in April 2018, 111